

# DOD CIVILIAN DEMOGRAPHICS

## AS OF DEC 31, 2007

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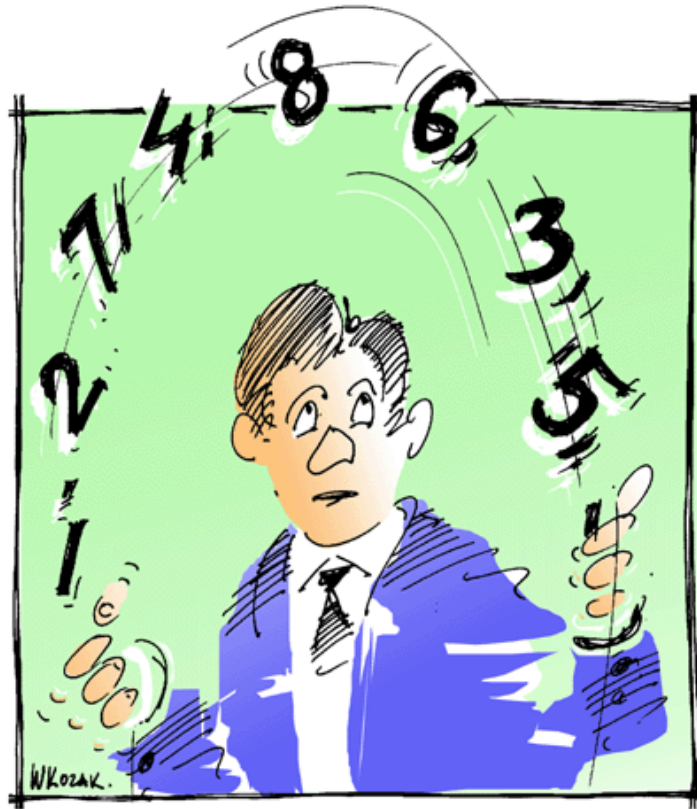
#### ***APPROPRIATED FUND***

DOD CIVILIAN OVERVIEW

DOD SENIOR LEADER OVERVIEW

#### ***NON APPROPRIATED FUND***

#### ***LOCAL NATIONALS***



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\*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethnic preference (Hispanic/non-Hispanic). The 'Hispanic' ethnicity category groups the data into Hispanic/non-Hispanic categories and is based on the same population used to identify race.

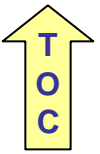
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### Local Nationals

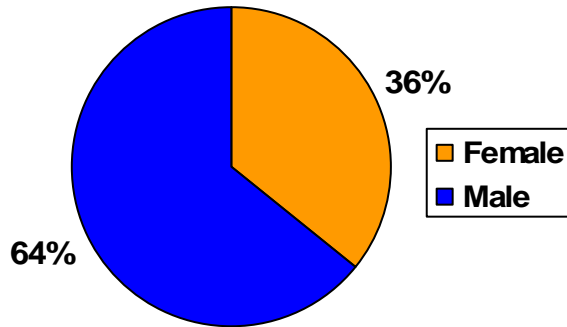
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# APPROPRIATED FUND

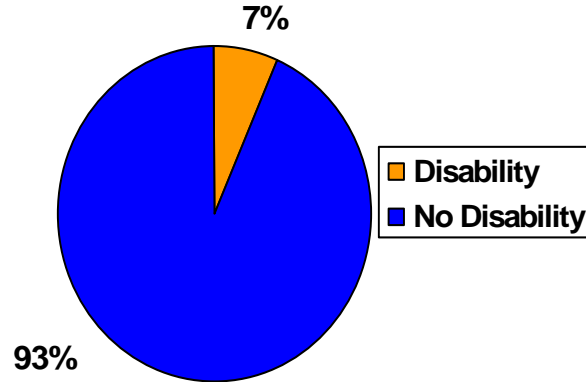
# DoD Civilian Overview (Appropriated Fund)



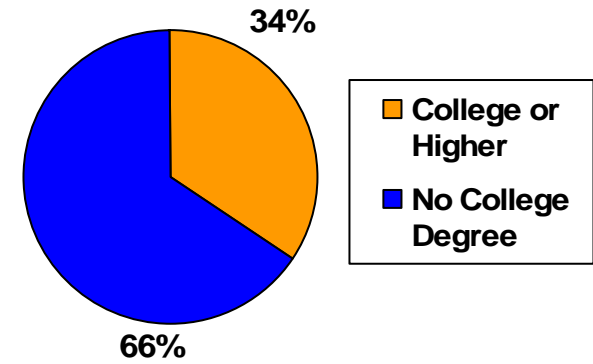
## Gender



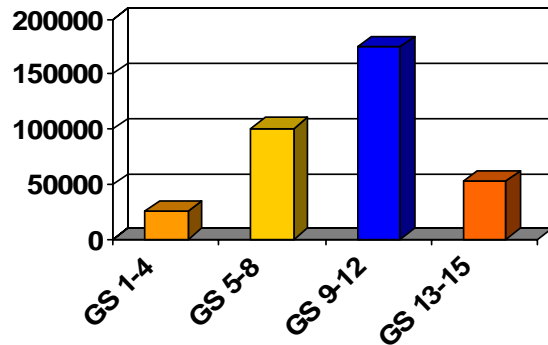
## Disability



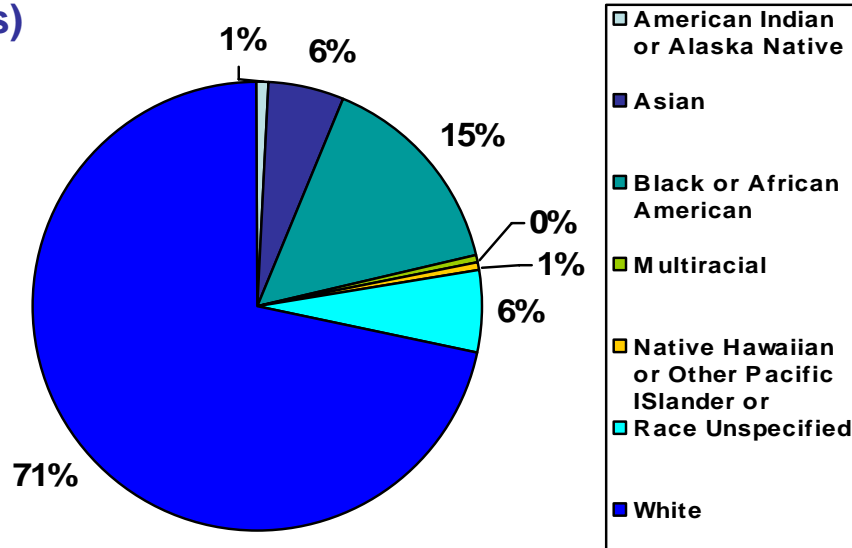
## Education



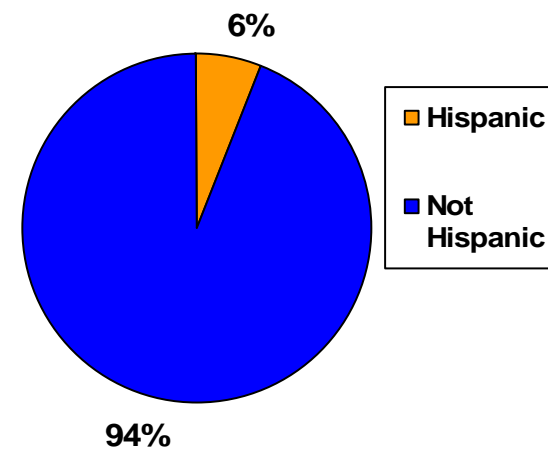
## GS and Equivalent (GG, GL, GM Pay Plans)



## Race Designation



## Ethnicity

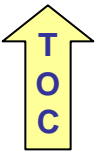


Blue/White Collar

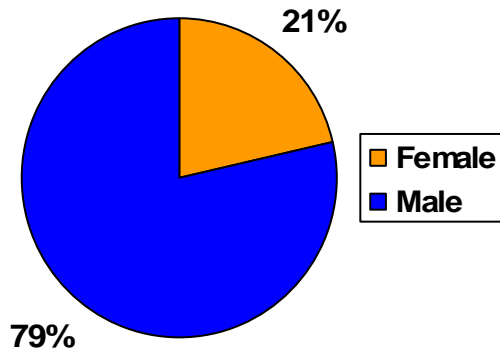
Bargaining/Non Bargaining Unit



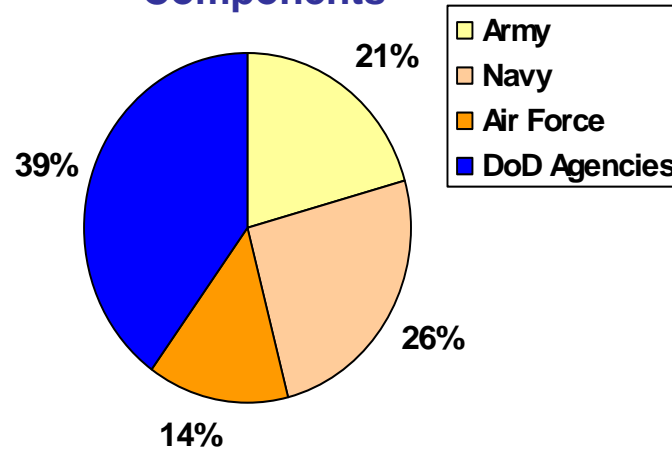
# DoD Senior Leader\* Overview (Appropriated Fund)



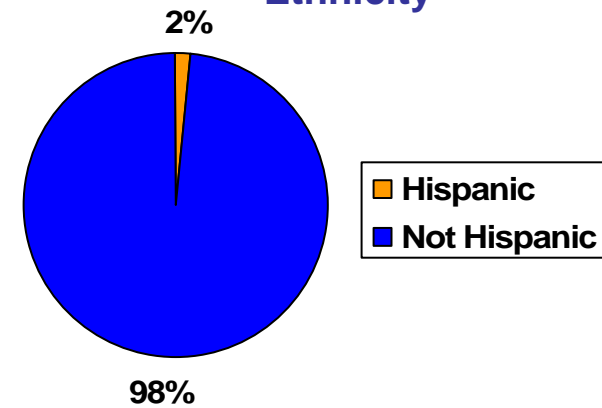
## Gender



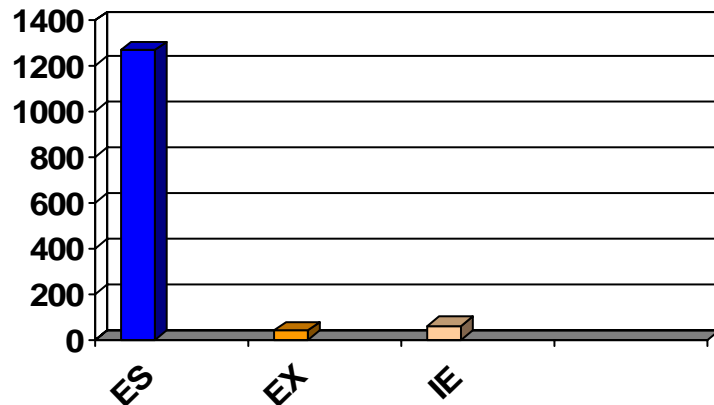
## Components



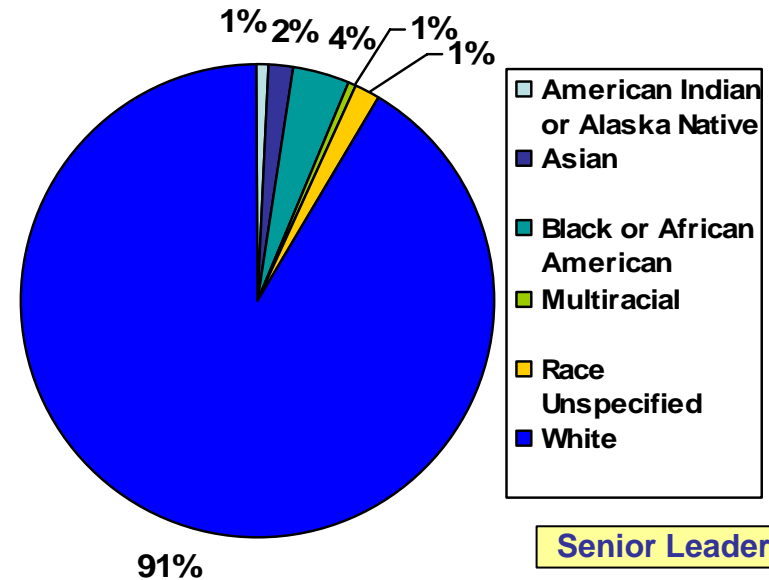
## Ethnicity



## ES,EX,IE Pay Plans



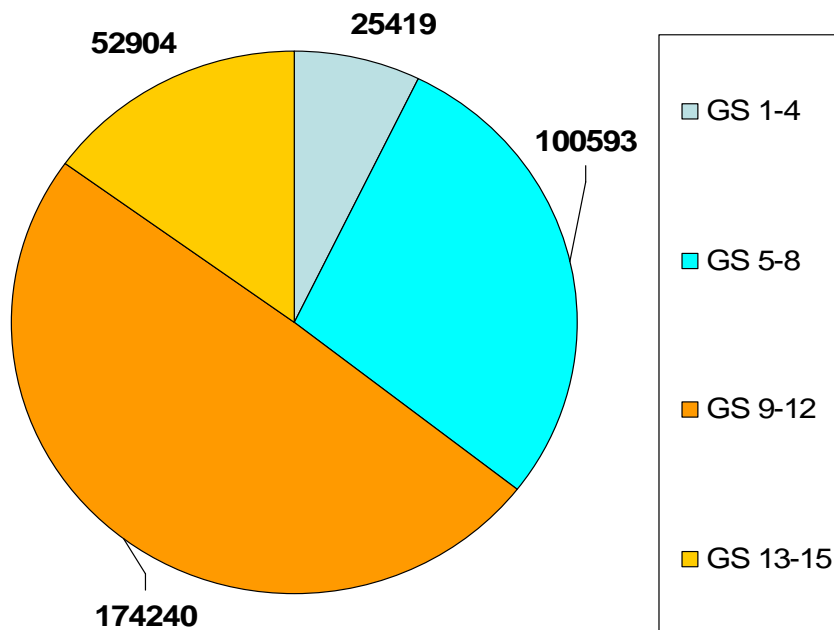
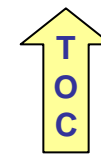
## Race Designation



**Senior Leader Details**

\*Includes ES, EX, IE Pay Plans  
Percentages compared to total Senior Leader population (1,361)

## General Schedule (Appropriated Fund)

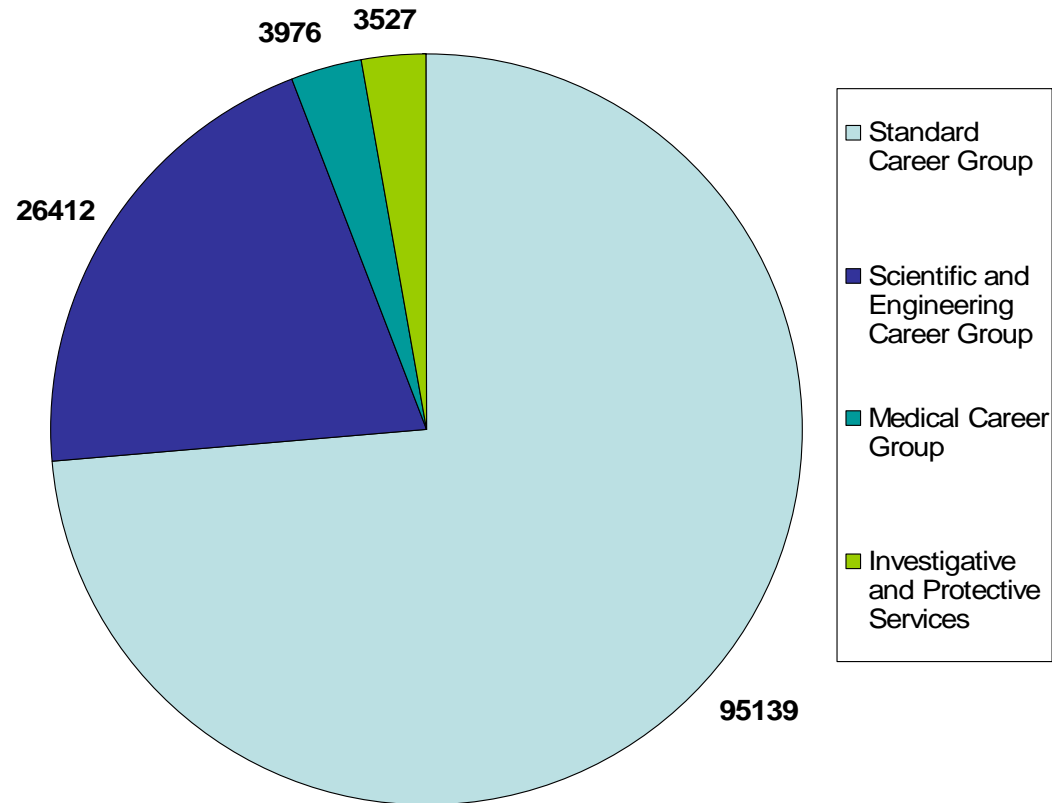


GS and Equivalent*	Total	% Compared To Total GS and Equivalent*	% Compared To Total Appropriated Fund Population
GS 1-4	25419	7.20%	3.71%
GS 5-8	100593	28.48%	14.68%
GS 9-12	174241	49.34%	25.42%
GS 13-15	52904	14.98%	7.72%
<b>Total</b>	<b>353157</b>	<b>100.00%</b>	<b>51.53%</b>

Total Appropriated Fund Population 685,366

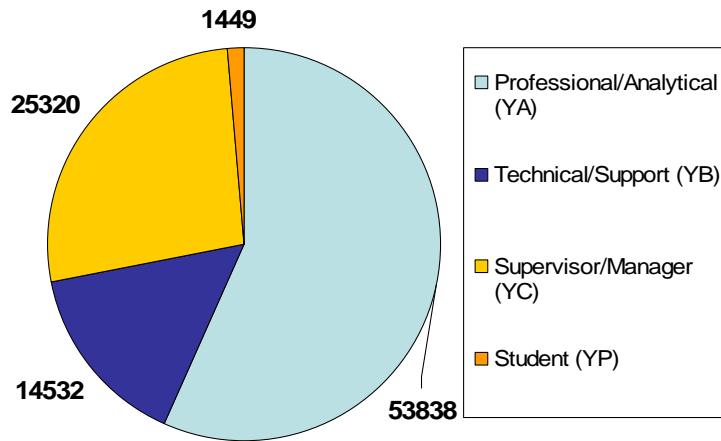
\*Includes GS, GM, GG and GL Pay Plans

## National Security Personnel System (Appropriated Fund)



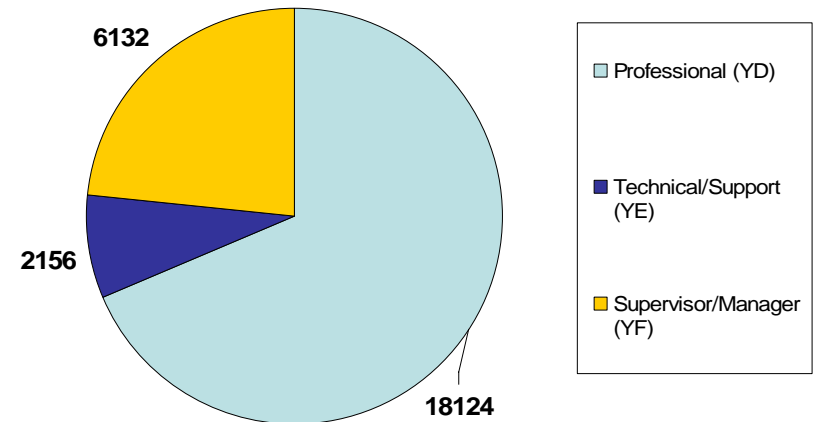
National Security Personnel System		Total	% Compared To Total NSPS	% Compared To Total Appropriated Fund Population
Standard Career Group (YA, YB, YC, YP Pay Plans)		95139	73.72%	13.88%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)		26412	20.47%	3.85%
Medical Career Group (YG, YH, YI, YJ Pay Plans)		3976	3.08%	0.58%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)		3527	2.73%	0.52%
<b>Total</b>		<b>129054</b>	<b>100.00%</b>	<b>18.83%</b>

## National Security Personnel System (Appropriated Fund)



Standard Career Group	Total	% Compared To Total Standard Career Group	% Compared To Total Appropriated Fund Population
Professional/Analytical (YA)	53838	56.59%	7.85%
Technical/Support (YB)	14532	15.27%	2.12%
Supervisor/Manager (YC)	25320	26.61%	3.69%
Student (YP)	1449	1.53%	0.21%
<b>Total</b>	<b>95139</b>	<b>100.00%</b>	<b>13.88%</b>

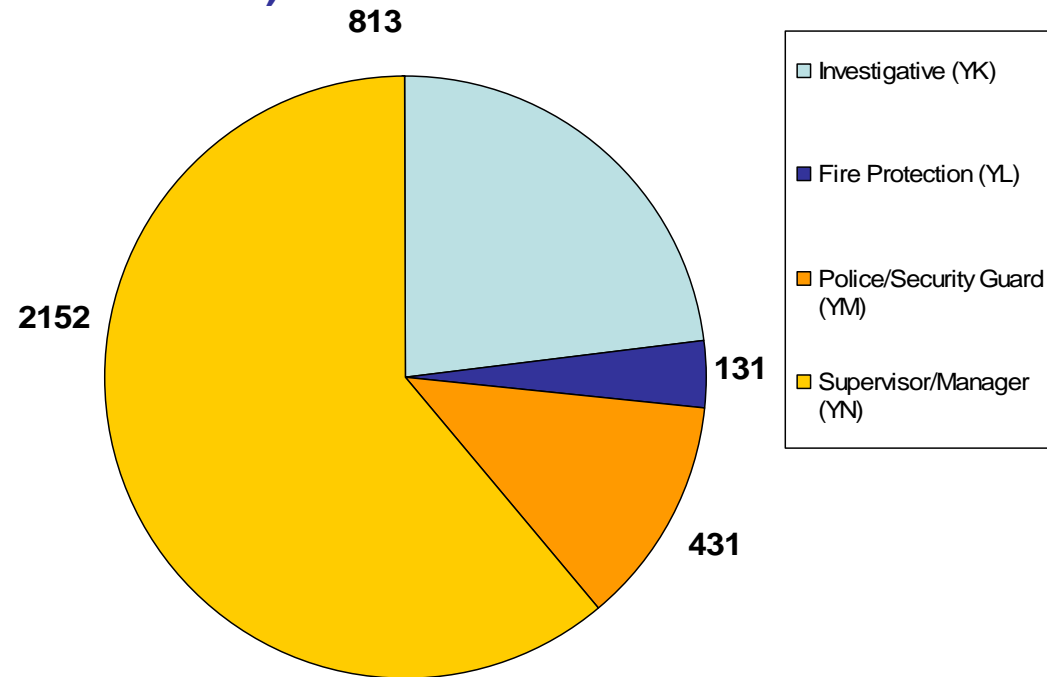
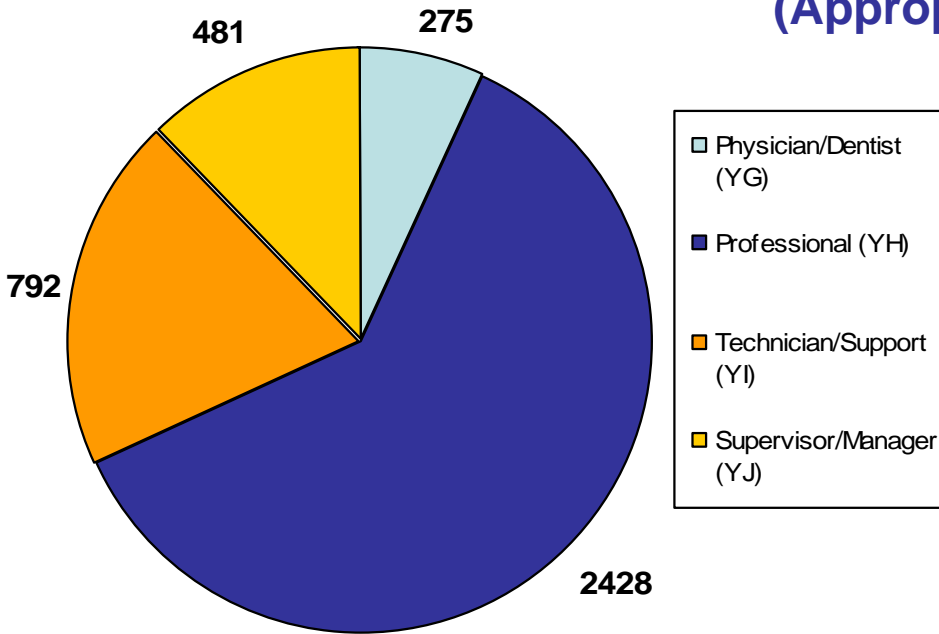
Total Appropriated Fund Population 685,366



Scientific and Engineering Career Group	Total	% Compared To Scientific and Engineering Career Group	% Compared To Total Appropriated Fund Population
Professional (YD)	18124	68.62%	2.64%
Technical/Support (YE)	2156	8.16%	0.31%
Supervisor/Manager (YF)	6132	23.22%	0.90%
<b>Total</b>	<b>26412</b>	<b>100.00%</b>	<b>3.85%</b>

Total Appropriated Fund Population 685,366

## National Security Personnel System (Appropriated Fund)



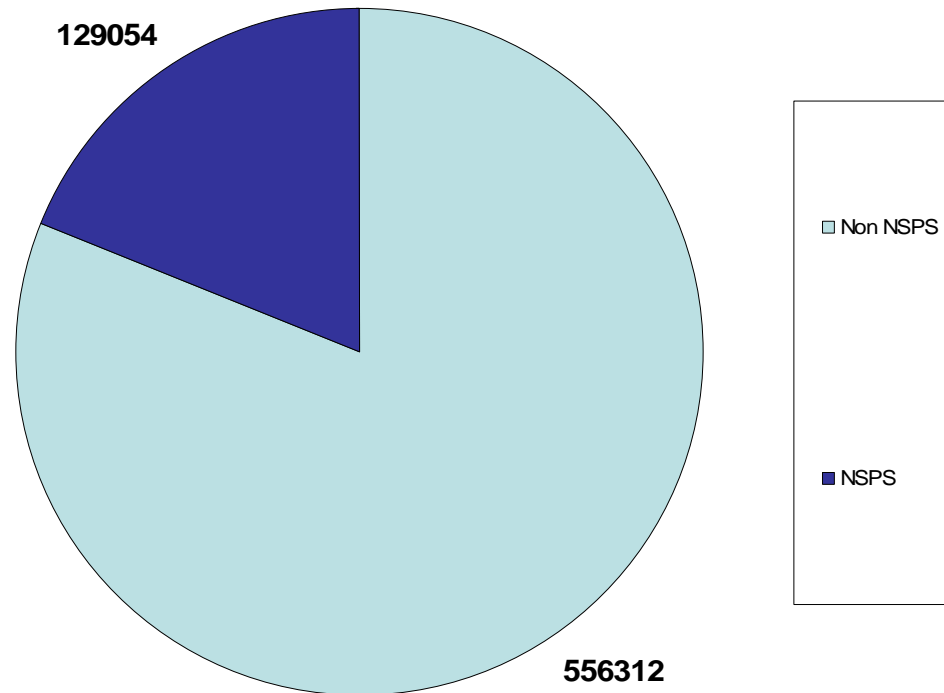
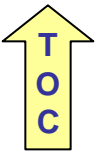
Medical Career Group	Total	% Compared To Total Medical Career Group	% Compared To Total Appropriated Fund Population
Physician/Dentist (YG)	275	6.92%	0.04%
Professional (YH)	2428	61.07%	0.35%
Technician/Support (YI)	792	19.92%	0.12%
Supervisor/Manager (YJ)	481	12.09%	0.07%
<b>Total</b>	<b>3976</b>	<b>100.00%</b>	<b>0.58%</b>

Total Appropriated Fund Population 685,366

Investigative and Protective Services	Total	% Compared To Total Investigative and Protective Services	% Compared To Total Appropriated Fund Population
Investigative (YK)	813	23.05%	0.12%
Fire Protection (YL)	131	3.71%	0.02%
Police/Security Guard (YM)	431	12.22%	0.06%
Supervisor/Manager (YN)	2152	61.02%	0.32%
<b>Total</b>	<b>3527</b>	<b>100.00%</b>	<b>0.52%</b>

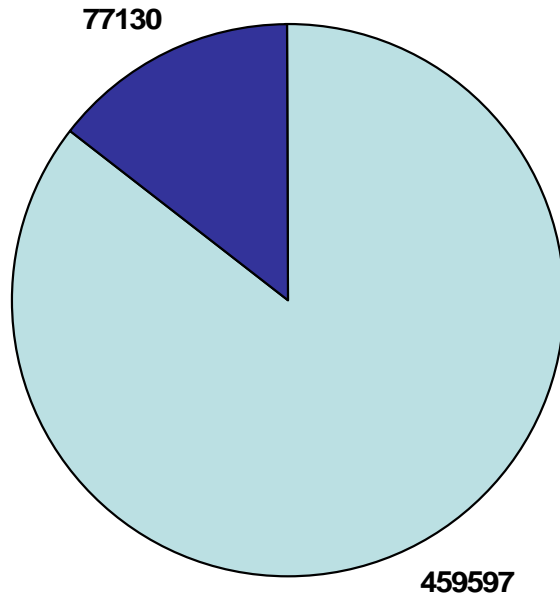
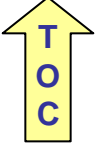
Total Appropriated Fund Population 685,366

## Non NSPS vs NSPS (Appropriated Fund)

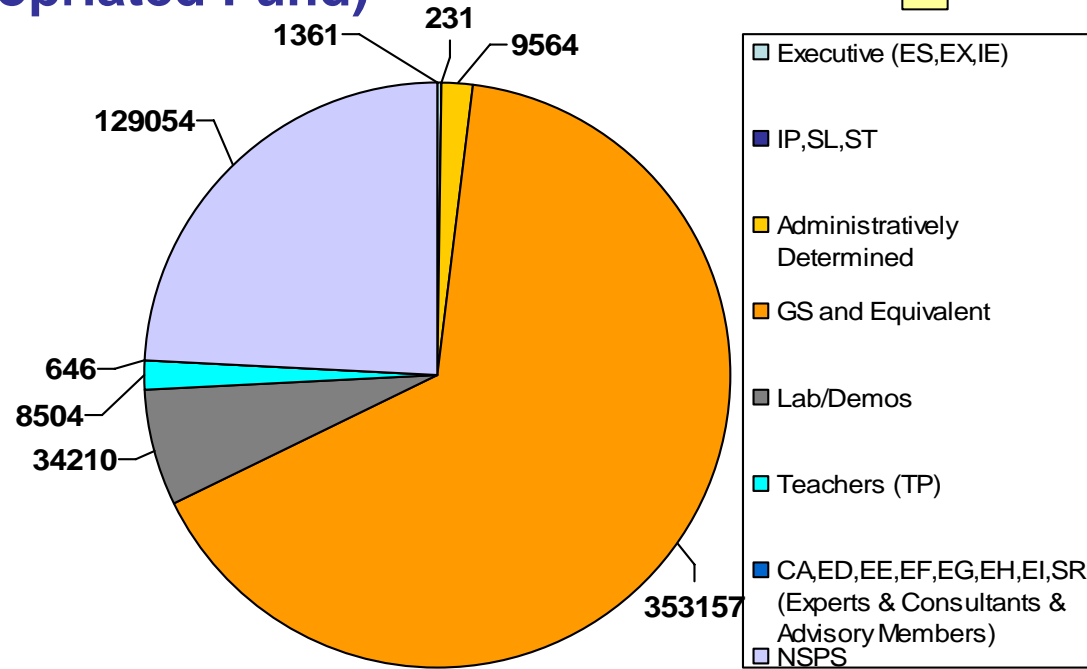


Non NSPS Vs NSPS Population		
	Total	% Compared To Total Appropriated Fund Population
Non NSPS	556312	81.17%
NSPS	129054	18.83%
<b>Total Appropriated Fund Population</b>	<b>685366</b>	<b>100.00%</b>

# White Collar Employees (Appropriated Fund)



□ Non Supervisor  
 ■ Supervisor



□ Executive (ES,EX,IE)  
 ■ IP,SL,ST  
 ■ Administratively Determined  
 ■ GS and Equivalent  
 ■ Lab/Demos  
 ■ Teachers (TP)  
 ■ CA,ED,EE,EF,EG,EH,EI,SR (Experts & Consultants & Advisory Members)  
 ■ NSPS

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	459597	85.63%	67.06%
Supervisor	77130	14.37%	11.25%
<b>Total</b>	<b>536727</b>	<b>100.00%</b>	<b>78.31%</b>

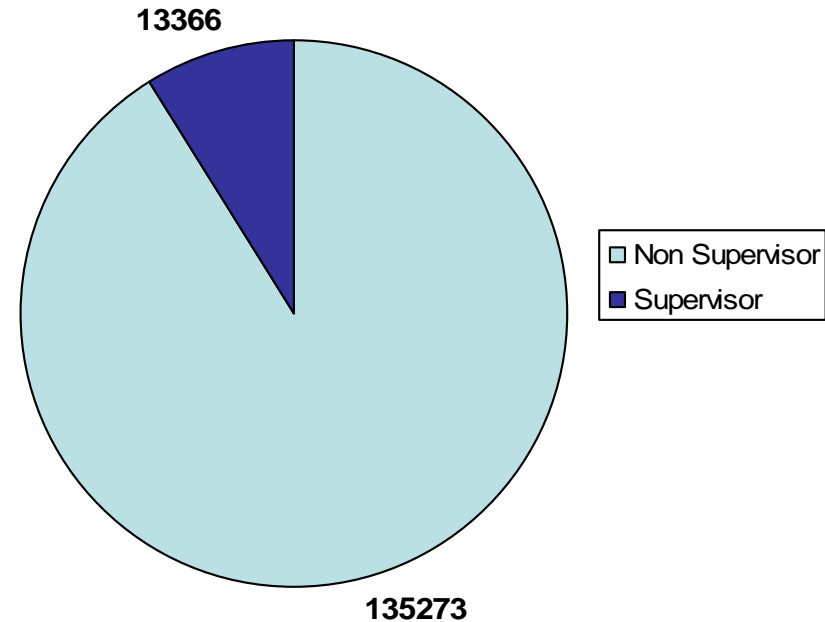
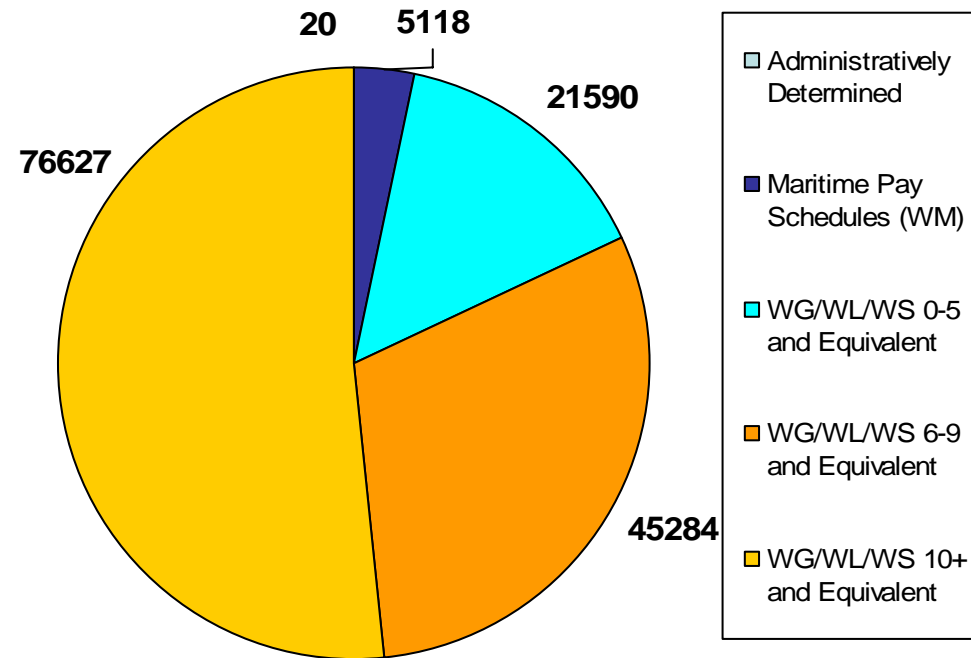
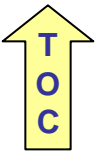
Total Appropriated Fund Population 685,366

White Collar Employees	Total	% Compared To Total White Collar Employees	% Compared To Total Appropriated Fund Population
Executive (ES,EX,IE)	1361	0.25%	0.20%
IP,SL,ST	231	0.04%	0.03%
Administratively Determined	9564	1.78%	1.40%
GS and Equivalent	353157	65.82%	51.53%
Lab/Demos	34210	6.37%	4.99%
Teachers (TP)	8504	1.58%	1.24%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	646	0.12%	0.09%
NSPS	129054	24.04%	18.83%
<b>Total</b>	<b>536727</b>	<b>100.00%</b>	<b>78.31%</b>

Total Appropriated Fund Population 685,366

DCPDS data as of Dec 31, 2007

## Blue Collar Workforce (Appropriated Fund)



Blue Collar Employees	Total	% Compared To Total Blue Collar Employees	% Compared To Total Appropriated Fund Population
Administratively Determined	20	0.01%	0.00%
Maritime Pay Schedules (WM)	5118	3.44%	0.75%
WG/WL/WS 0-5 and Equivalent	21590	14.53%	3.15%
WG/WL/WS 6-9 and Equivalent	45284	30.47%	6.61%
WG/WL/WS 10+ and Equivalent	76627	51.55%	11.18%
<b>Total</b>	<b>148639</b>	<b>100.00%</b>	<b>21.69%</b>

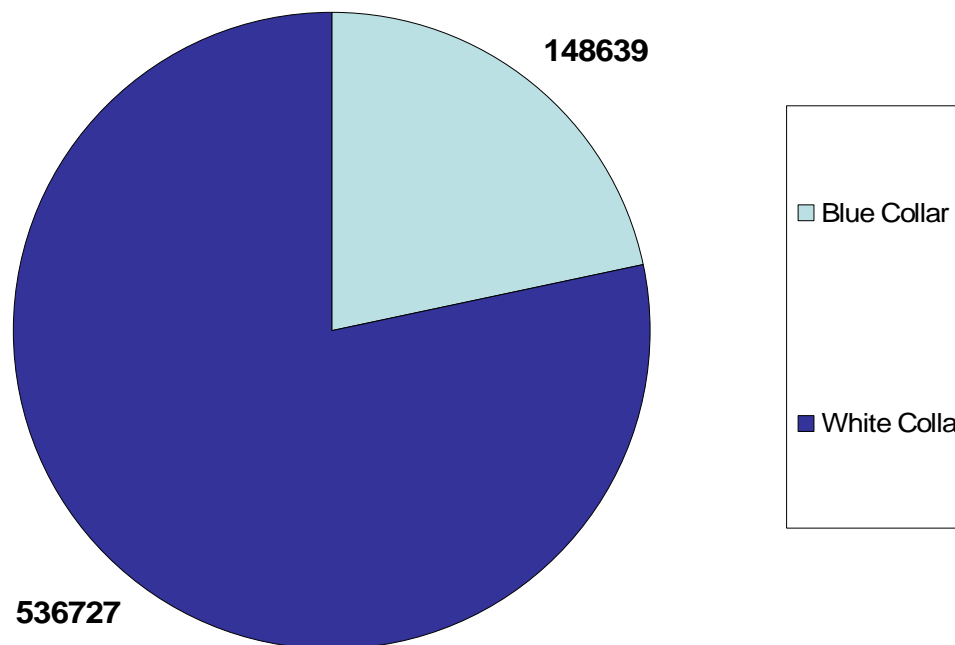
Total Appropriated Fund Population 685,366

Non Supervisor/Supervisor	Total	% Compared To Total Non Supervisor/Supervisor	% Compared To Total Appropriated Fund Population
Non Supervisor	135273	91.01%	19.74%
Supervisor	13366	8.99%	1.95%
<b>Total</b>	<b>148639</b>	<b>100.00%</b>	<b>21.69%</b>

Total Appropriated Fund Population 685,366

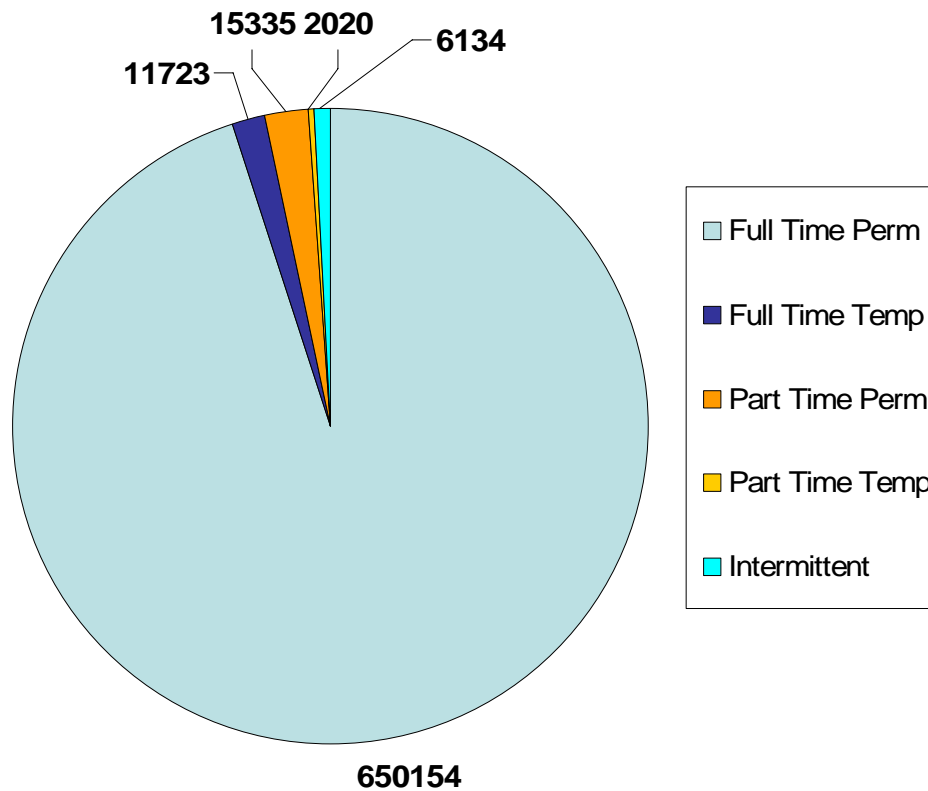
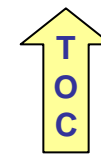


## Blue Collar vs White Collar (Appropriated Fund)



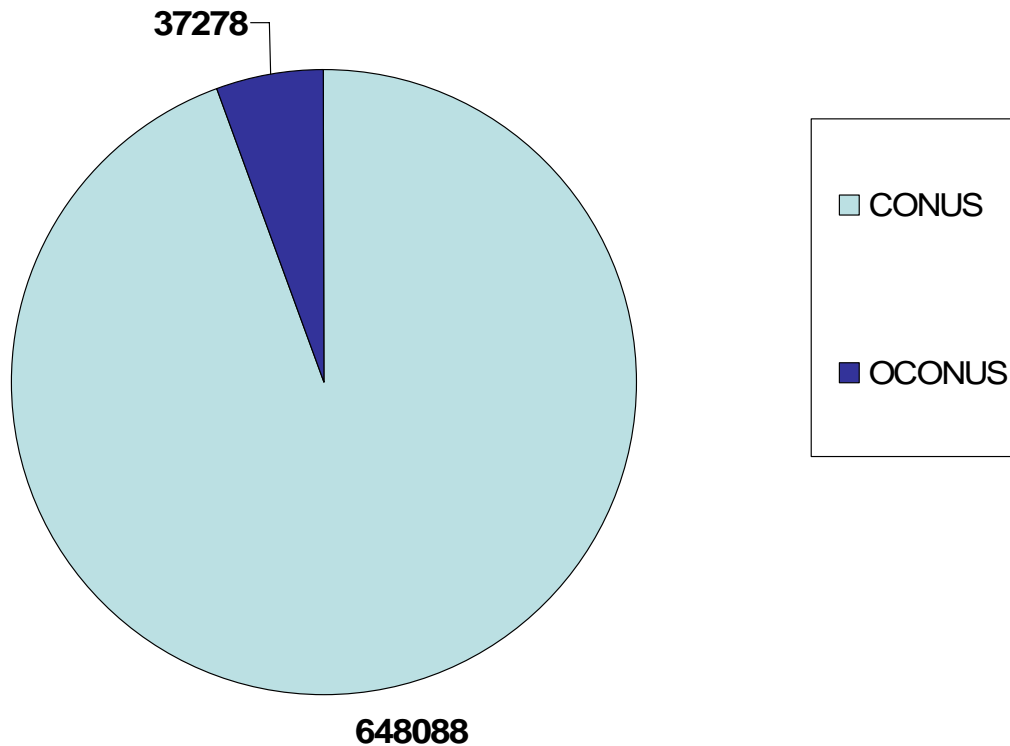
Blue and White Collar	Total	% Compared To Total Appropriated Fund Population
Blue Collar	148639	22%
White Collar	536727	78%
<b>Total</b>	<b>685366</b>	<b>100%</b>

## Work Schedule (Appropriated Fund)



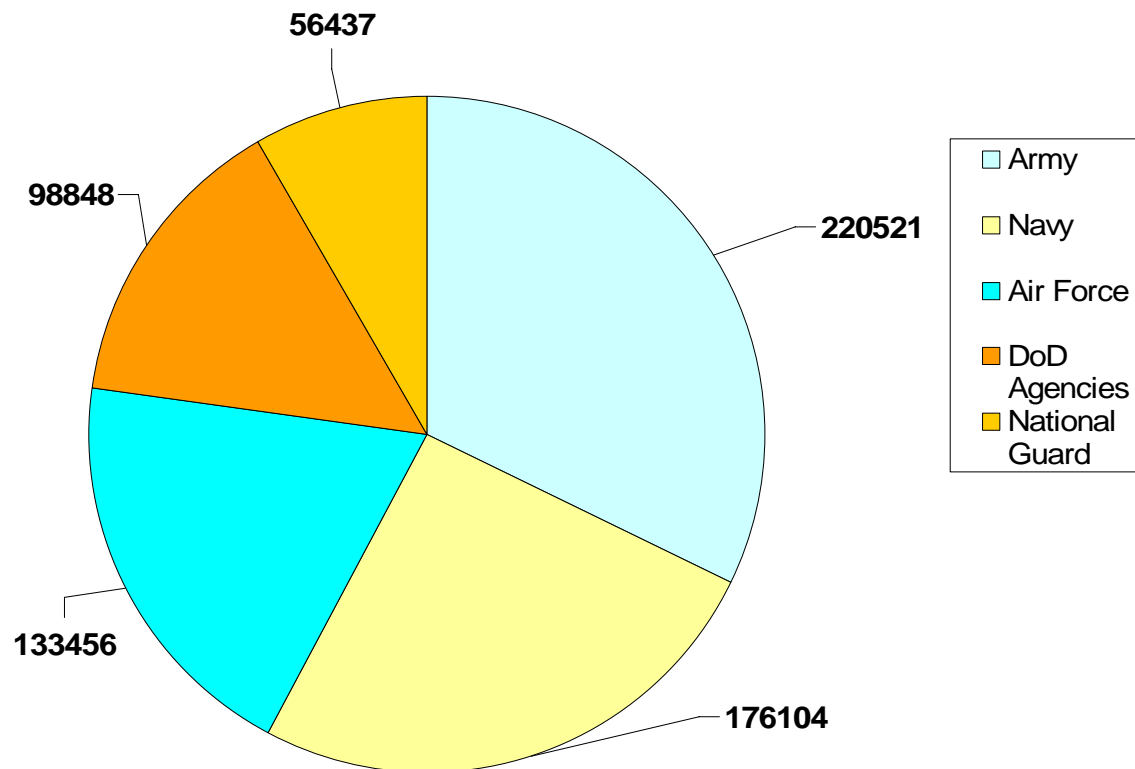
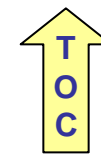
Work Schedule	Total	% Compared To Total Appropriated Fund Population
Full Time Perm	650154	94.86%
Full Time Temp	11723	1.71%
Part Time Perm	15335	2.24%
Part Time Temp	2020	0.29%
Intermittent	6134	0.90%
<b>Total</b>	<b>685366</b>	<b>100%</b>

## CONUS vs OCONUS (Appropriated Fund)



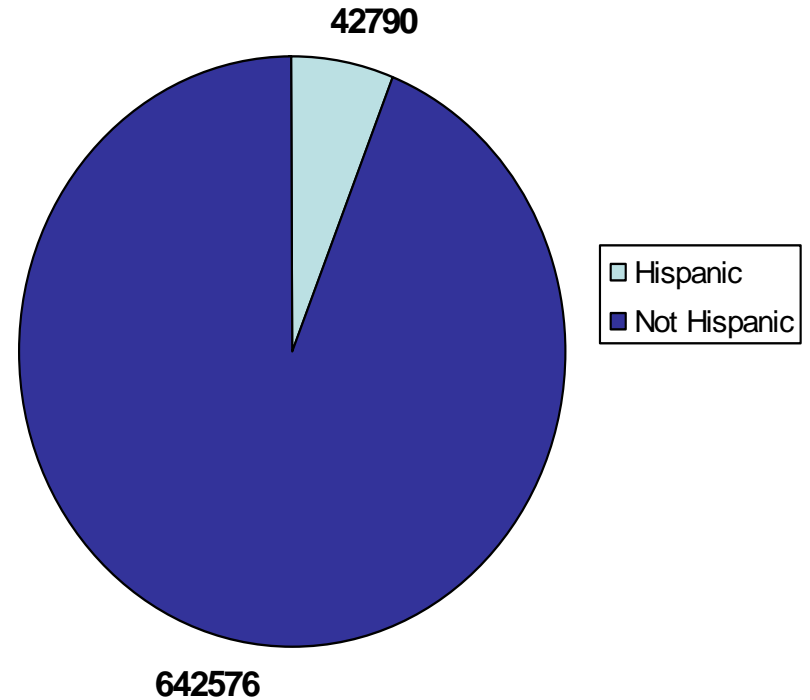
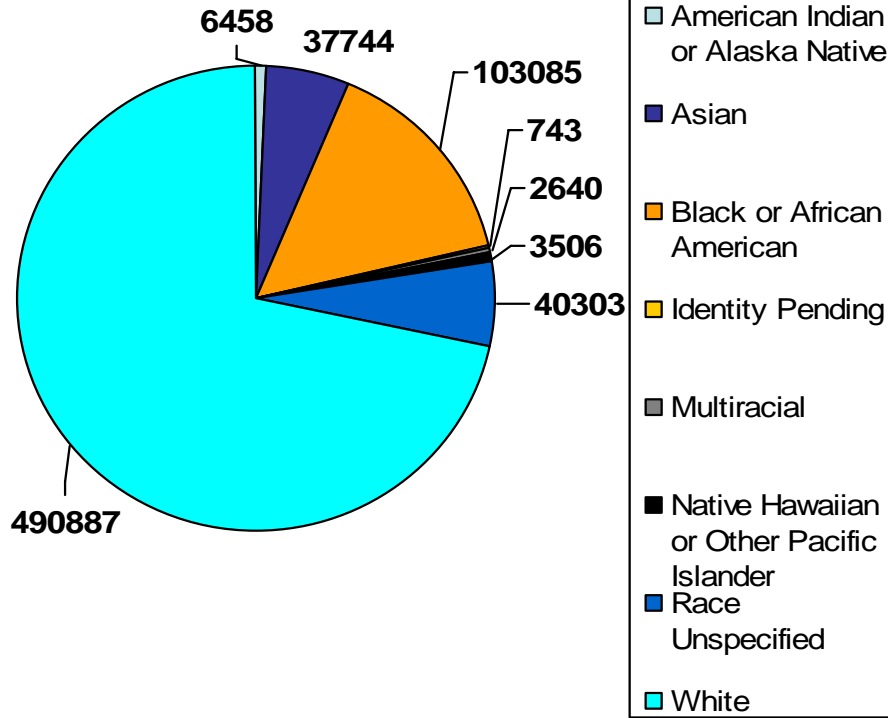
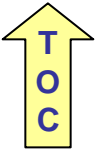
Geographic Location	Total	% Compared To Total Appropriated Fund Population
CONUS	648088	95%
OCONUS	37278	5%
<b>Total</b>	<b>685366</b>	<b>100%</b>

## Employees by Component (Appropriated Fund)



Employees by Component	Total	% Compared To Total Appropriated Fund Population
Army	220521	32%
Navy	176104	26%
Air Force	133456	20%
DoD Agencies	98848	14%
National Guard	56437	8%
<b>Total</b>	<b>685366</b>	<b>100%</b>

# General Workforce Demographics (Appropriated Fund)

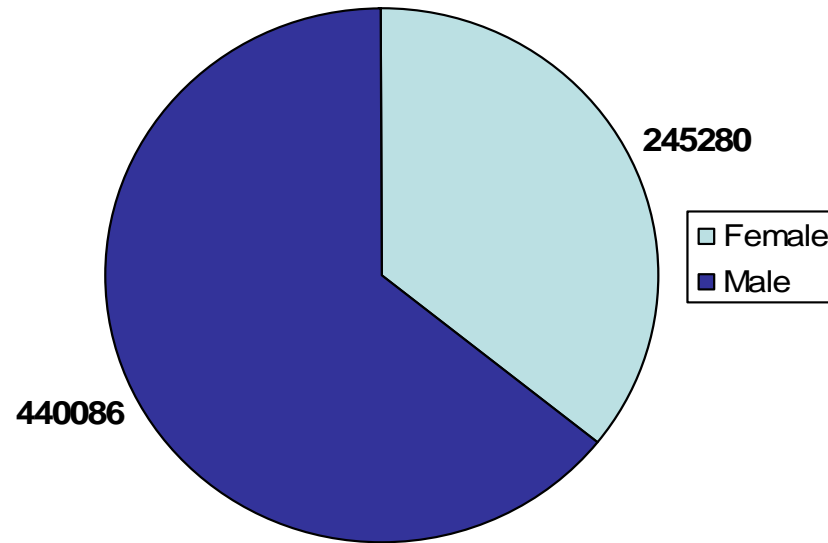
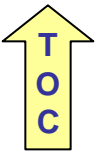


Race Designation	Total	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	6458	1%
Asian	37744	6%
Black or African American	103085	15%
Identity Pending	743	0%
Mutiracial	2640	0%
Native Hawaiian or Other Pacific Islander	3506	1%
*Race Unspecified	40303	6%
White	490887	71%
<b>Total</b>	<b>685366</b>	<b>100%</b>

Ethnicity	Total	% Compared To Total Appropriated Fund Population
Hispanic	42790	6%
Not Hispanic	642576	94%
<b>Total</b>	<b>685366</b>	<b>100%</b>

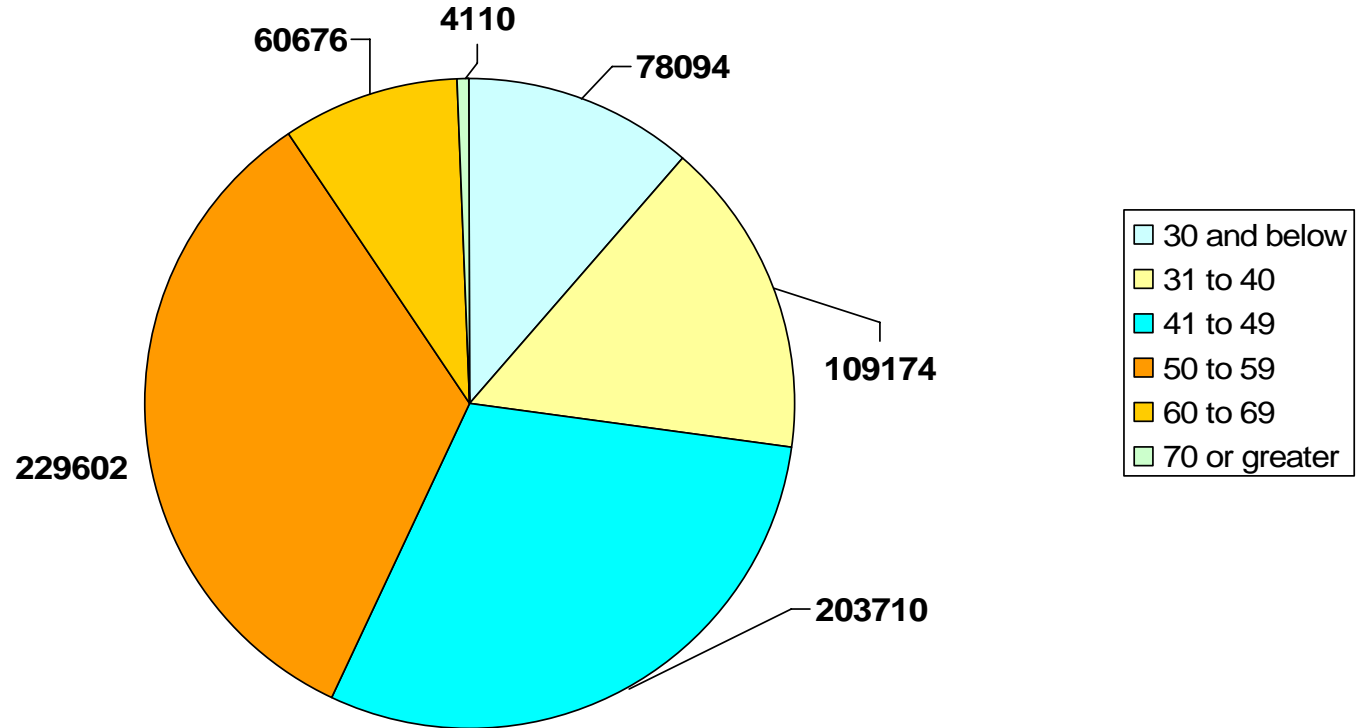
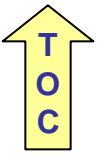
\*This group is composed primarily of those individuals who are designated as Hispanic but do not have a race designation.

## General Workforce Demographics (Appropriated Fund)



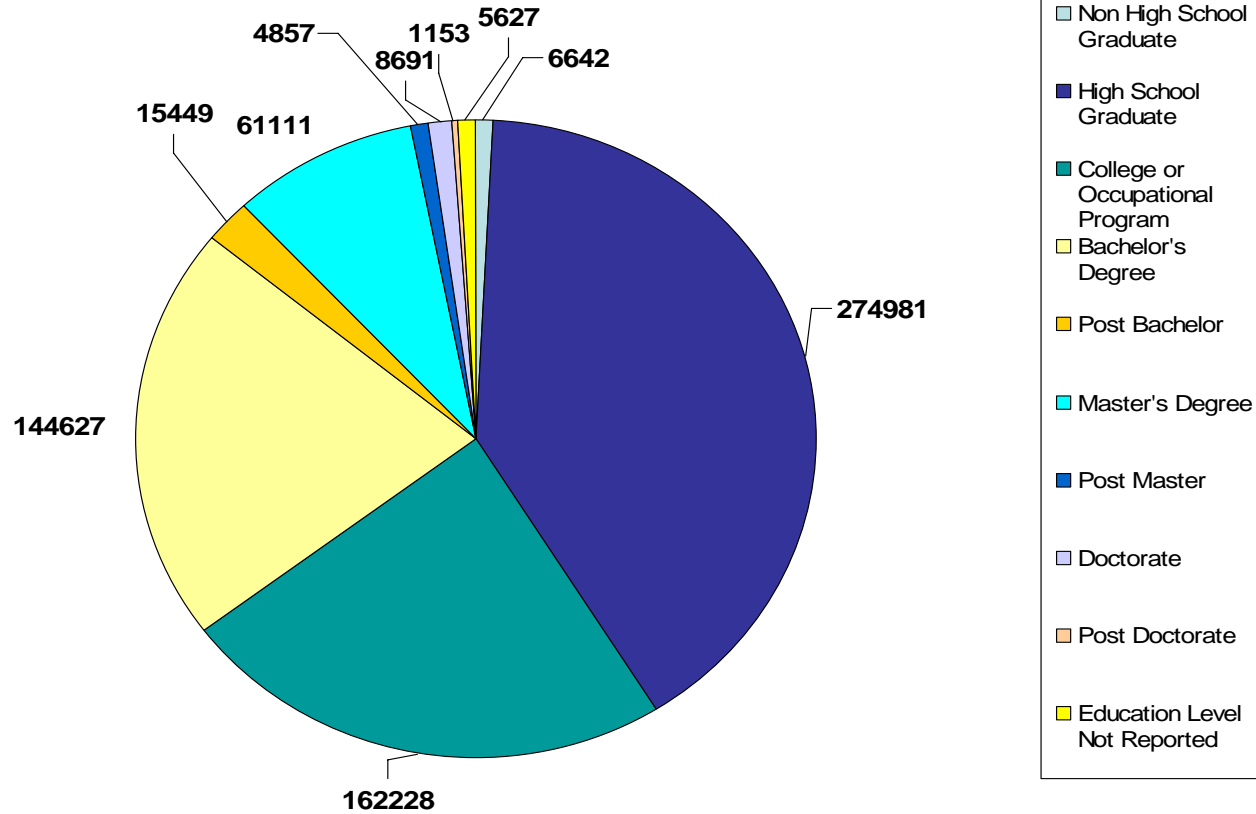
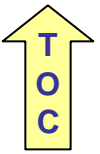
Gender	Total	% Compared To Total Appropriated Fund Population
Female	245280	36%
Male	440086	64%
<b>Total</b>	<b>685366</b>	<b>100%</b>

## General Workforce Demographics (Appropriated Fund)



Age	Total	% Compared To Total Appropriated Fund Population
30 and below	78094	11%
31 to 40	109174	15%
41 to 49	203710	30%
50 to 59	229602	34%
60 to 69	60676	9%
70 or greater	4110	1%
<b>Total</b>	<b>685366</b>	<b>100%</b>

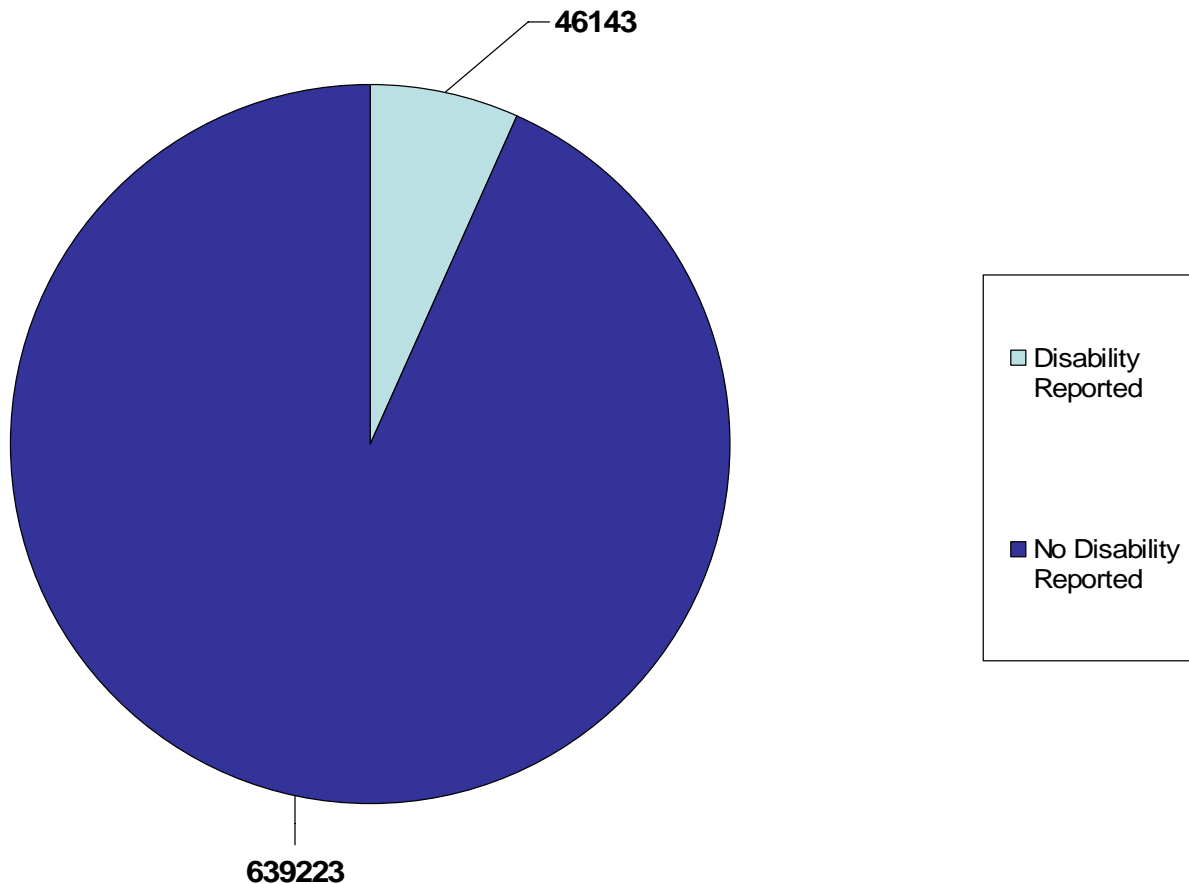
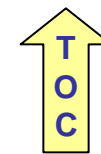
## Education Levels (Appropriated Fund)



Education	Total	% Compared To Total Appropriated Fund Population
Non High School Graduate	6642	1%
High School Graduate	274981	40%
College or Occupational Program	162228	24%
Bachelor's Degree	144627	21%
Post Bachelor	15449	2%
Master's Degree	61111	9%
Post Master	4857	1%
Doctorate	8691	1%
Post Doctorate	1153	0%
Education Level Not Reported	5627	1%
<b>Total</b>	<b>685366</b>	<b>100%</b>

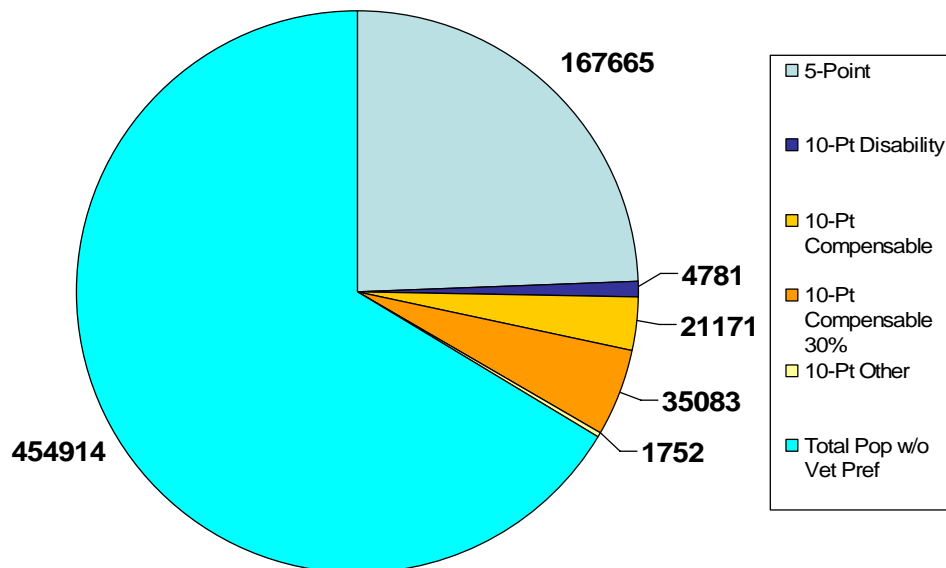


## Disabilities Reported (Appropriated Fund)



Disability/No Disability	Total	% Compared To Total Appropriated Fund Population
Disability Reported	46143	7%
No Disability Reported	639223	93%
<b>Total</b>	<b>685366</b>	<b>100%</b>

## Veterans' Preference (Appropriated Fund)



Note: (1) Data includes Appropriated Fund and Military Technicians Records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference:

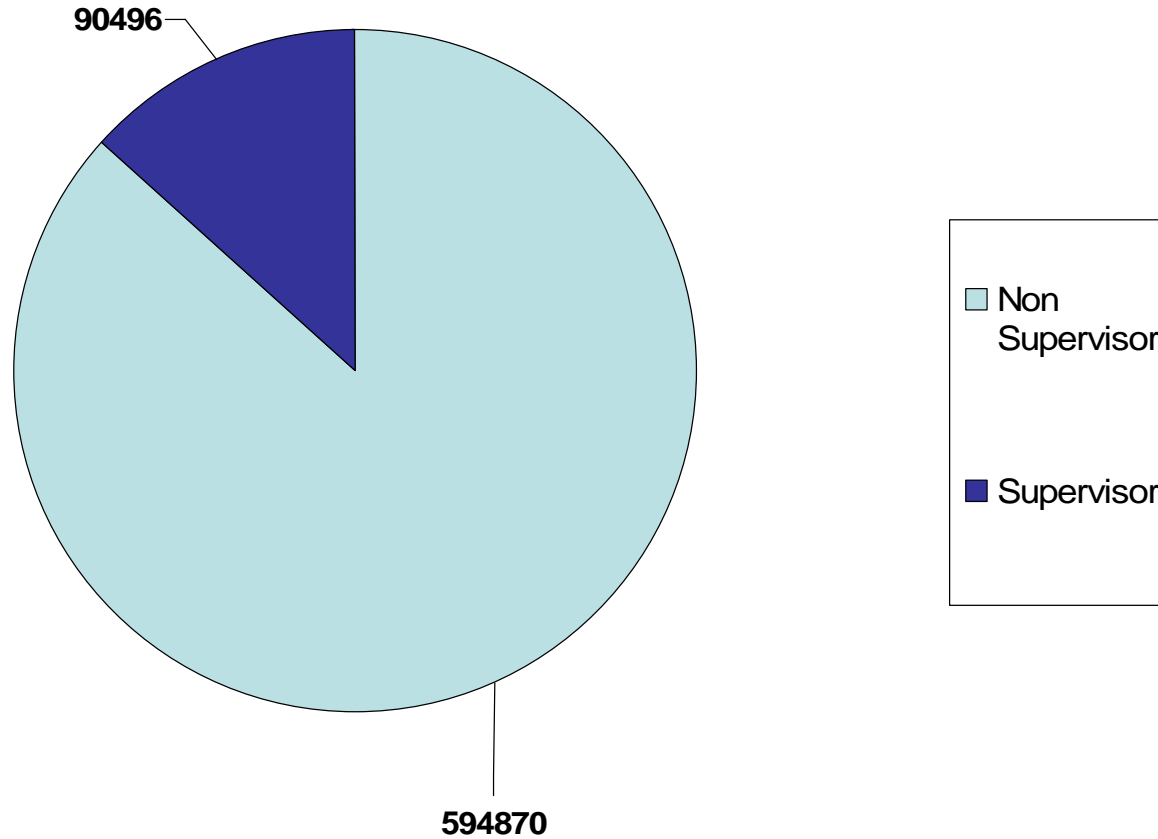
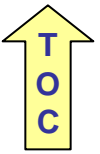
(1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or

(2) The widow/widower and mother of a deceased wartime veteran

Veterans' Preference by Component as of Dec 31, 2007															
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ
Air Force	43946	32.93%	1042	0.78%	5932	4.44%	8916	6.68%	340	0.25%	60176	45.09%	73280	54.91%	133,456
Army	58669	26.60%	1868	0.85%	8432	3.82%	15247	6.91%	673	0.31%	84889	38.49%	135632	61.51%	220,521
DoD Agencies	17831	18.04%	628	0.64%	2191	2.22%	3749	3.79%	376	0.38%	24775	25.06%	74073	74.94%	98,848
Natl Guard	21	0.04%	1	*	1	*	0	*	1	*	24	0.04%	56413	99.96%	56,437
Navy	47198	26.80%	1242	0.71%	4615	2.62%	7171	4.07%	362	0.21%	60588	34.40%	115516	65.60%	176,104
Grand Total	167665	24.46%	4781	0.70%	21171	3.09%	35083	5.12%	1752	0.26%	230452	33.62%	454914	66.38%	685366

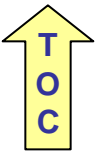
\* Percentage is greater than two decimals, insignificant for comparing purposes

# Supervisor to Employee Ratio – Total Workforce (Appropriated Fund)

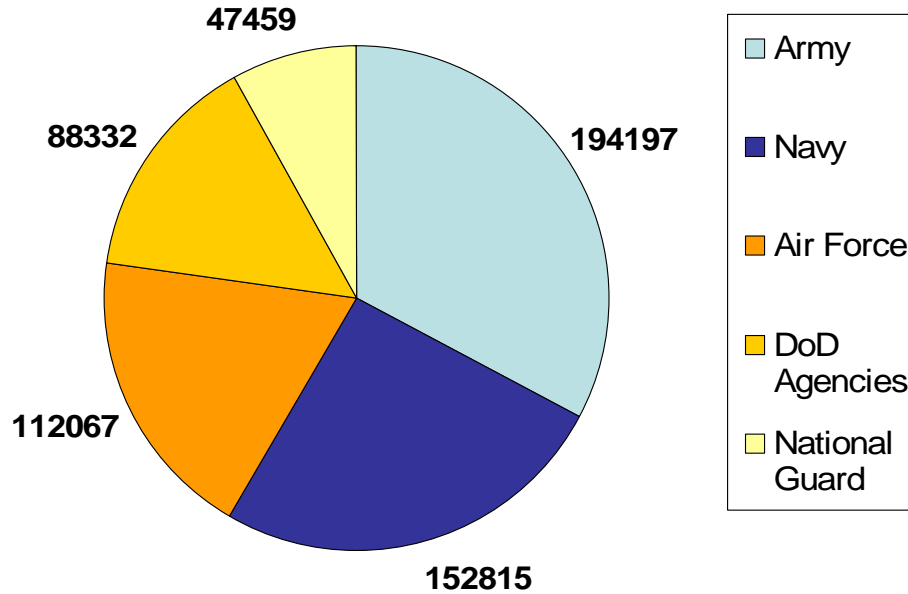


Non Supervisor/Supervisor	Total	% Compared To Total Appropriated Fund Population
Non Supervisor	594870	87%
Supervisor	90496	13%
<b>Total</b>	<b>685366</b>	<b>100%</b>

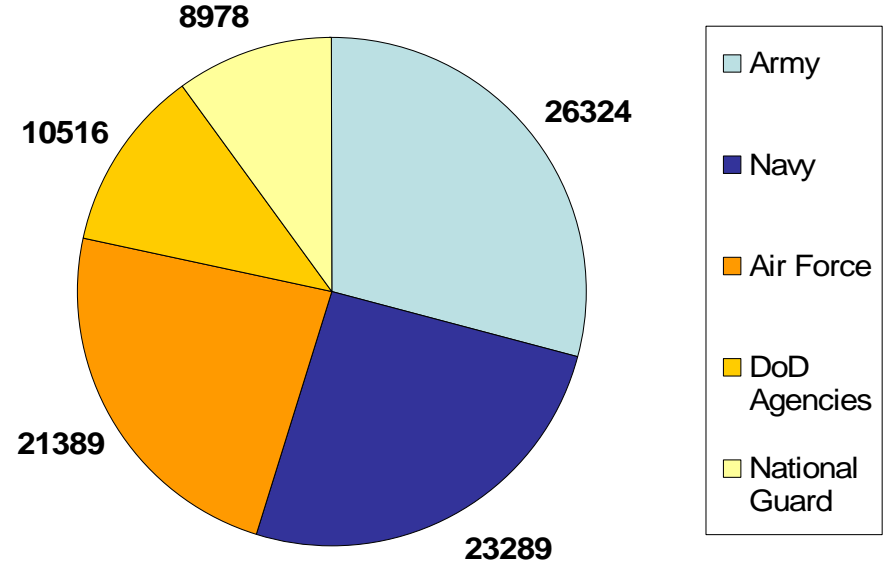
# Non Supervisor/Supervisor by Components (Appropriated Fund)



## Non Supervisor by Components



## Supervisor by Components



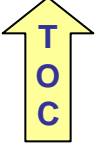
Non Supervisory Status	Total	% Compared To Non Supervisory Status	% Compared To Total Appropriated Fund Population
Army	194197	32%	28%
Navy	152815	26%	23%
Air Force	112067	19%	16%
DoD Agencies	88332	15%	13%
National Guard	47459	8%	7%
<b>Total</b>	<b>594870</b>	<b>100%</b>	<b>87%</b>

Total Appropriated Fund Population 685,366

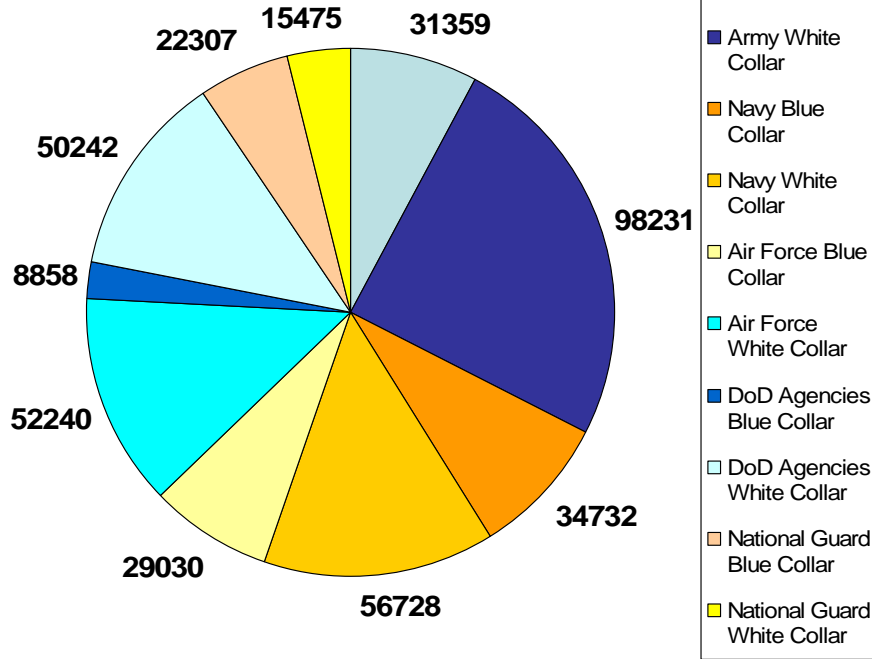
Supervisory Status	Total	% Compared To Total Supervisory Status	% Compared To Total Appropriated Fund Population
Army	26324	29%	4%
Navy	23289	25%	3%
Air Force	21389	24%	3%
DoD Agencies	10516	12%	2%
National Guard	8978	10%	1%
<b>Total</b>	<b>90496</b>	<b>100%</b>	<b>13%</b>

Total Appropriated Fund Population 685,366

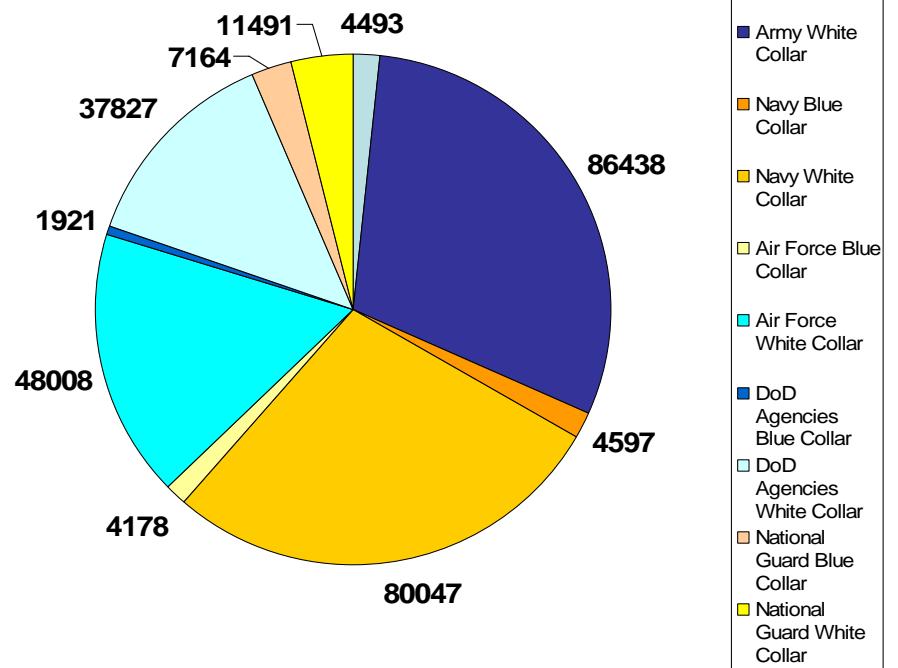
## Bargaining vs Non Bargaining (Appropriated Fund)



### Bargaining Unit Employees



### Non Bargaining Unit Employees



Bargaining Unit	Total	% Compared To Total Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	31359	7.8%	4.5%
Army White Collar	98231	24.6%	14.3%
Navy Blue Collar	34732	8.7%	5.1%
Navy White Collar	56728	14.2%	8.3%
Air Force Blue Collar	29030	7.3%	4.2%
Air Force White Collar	52240	13.1%	7.6%
DoD Agencies Blue Collar	8858	2.2%	1.3%
DoD Agencies White Collar	50242	12.6%	7.3%
National Guard Blue Collar	22307	5.6%	3.3%
National Guard White Collar	15475	3.9%	2.3%
<b>Total</b>	<b>399202</b>	<b>100.0%</b>	<b>58.2%</b>

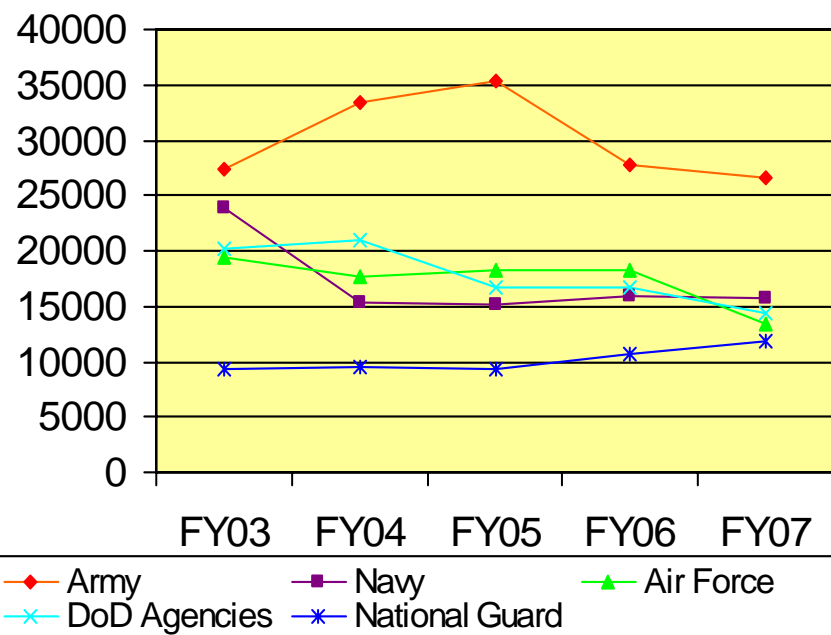
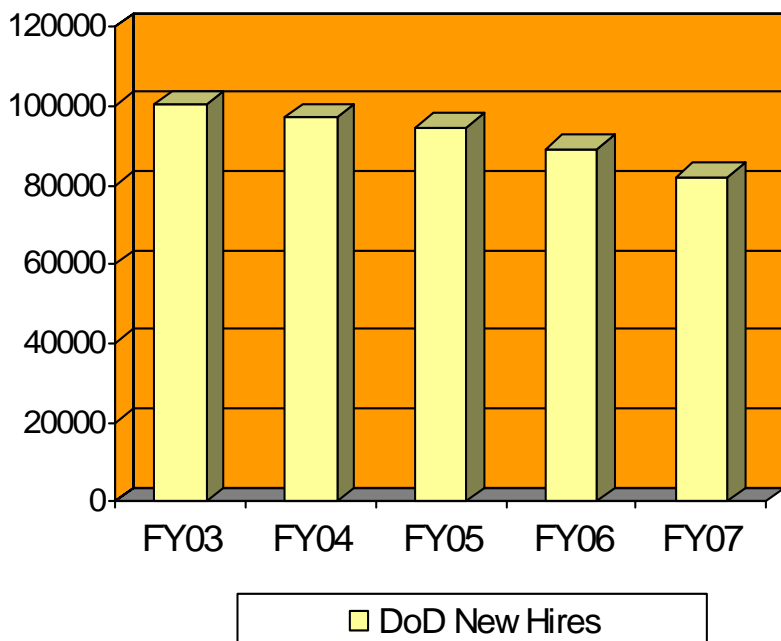
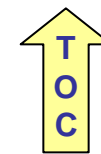
Non Bargaining Unit	Total	% Compared To Total Non Bargaining Unit	% Compared To Total Appropriated Fund Population
Army Blue Collar	4493	1.6%	0.7%
Army White Collar	86438	30.2%	12.6%
Navy Blue Collar	4597	1.6%	0.7%
Navy White Collar	80047	27.9%	11.7%
Air Force Blue Collar	4178	1.5%	0.6%
Air Force White Collar	48008	16.8%	7.0%
DoD Agencies Blue Collar	1921	0.7%	0.3%
DoD Agencies White Collar	37827	13.2%	5.5%
National Guard Blue Collar	7164	2.5%	1.0%
National Guard White Collar	11491	4.0%	1.7%
<b>Total</b>	<b>286164</b>	<b>100.0%</b>	<b>41.8%</b>

Total Appropriated Fund Population  
685,366

Total Appropriated Fund Population 685,366  
26

DCPDS data as of Dec 31, 2007

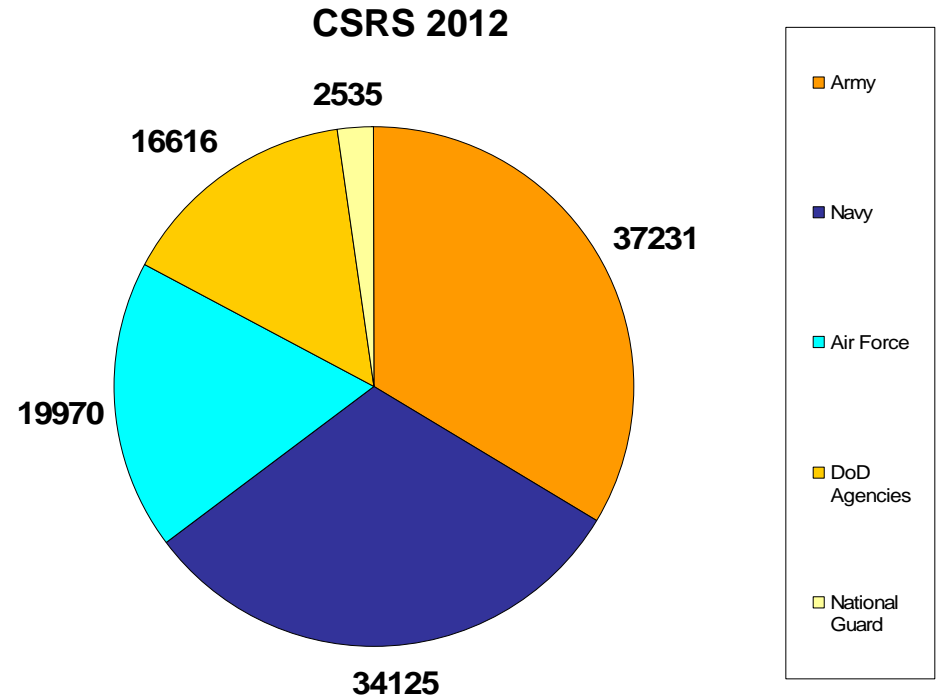
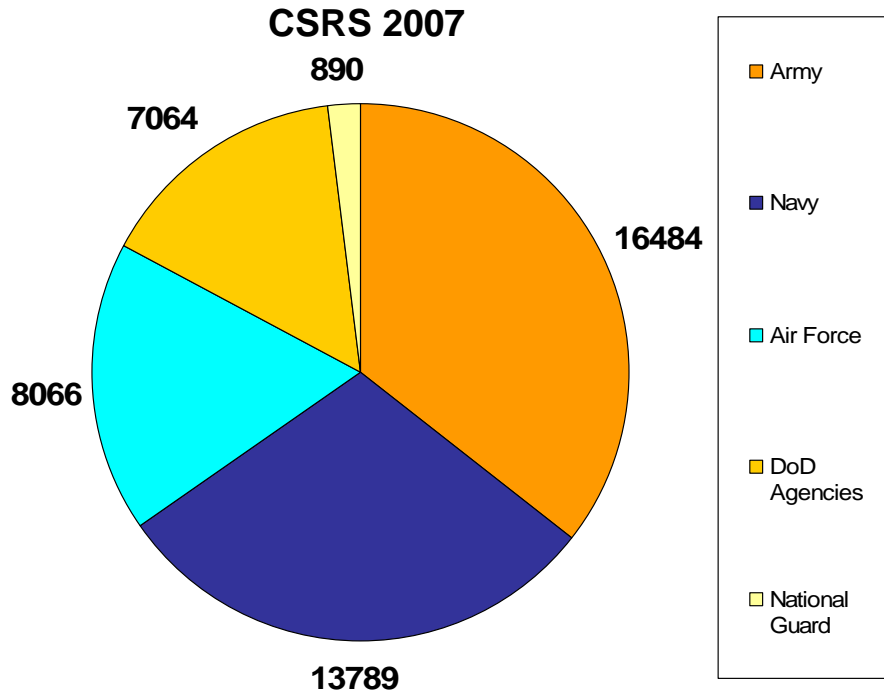
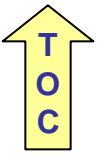
## New Hires (Appropriated Fund)



DoD New Hires	Total	% Compared To Total DoD New Hires
FY03	100258	22%
FY04	96951	21%
FY05	94617	20%
FY06	89095	19%
FY07	82005	18%
<b>Total DoD New Hires</b>	<b>462926</b>	<b>100%</b>

DoD New Hires	FY03	FY04	FY05	FY06	FY07	Total	% Compared To Total DoD New Hires
Army	27379	33434	35385	27684	26509	150391	32%
Navy	23887	15325	15052	15833	15745	85842	19%
Air Force	19405	17761	18281	18307	13454	87208	19%
DoD Agencies	20174	20942	16603	16668	14424	88811	19%
National Guard	9413	9489	9296	10603	11873	50674	11%
<b>Total New DoD Hires</b>	<b>100258</b>	<b>96951</b>	<b>94617</b>	<b>89095</b>	<b>82005</b>	<b>462926</b>	<b>100%</b>

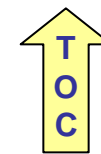
# CSRS Retirement Eligibility Optional Retirement (Appropriated Fund)



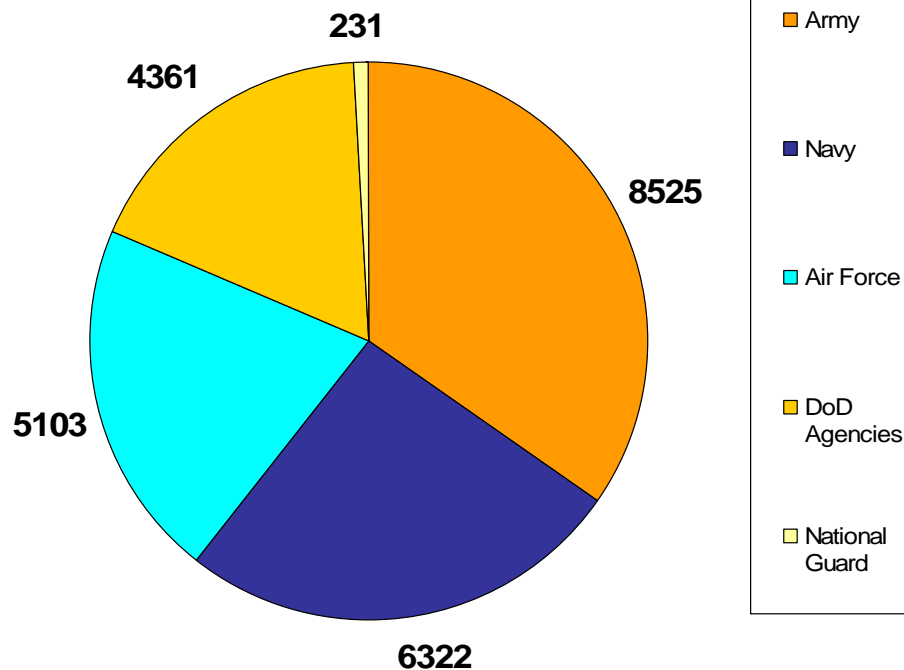
CSRS Retirement Eligibility as of Dec 2007					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	220,521	45,185	16,484	36%	2%
Navy	176,104	43,388	13,789	32%	2%
Air Force	133,456	25,553	8,066	32%	1%
DoD Agencies	98,848	20,604	7,064	34%	1%
National Guard	56,437	3,250	890	27%	0%
<b>Grand Total</b>	<b>685,366</b>	<b>137,980</b>	<b>46,293</b>	<b>34%</b>	<b>6%</b>

CSRS Retirement Eligibility as of Dec 2012					
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	220,521	45,185	37,231	82%	6%
Navy	176,104	43,388	34,125	79%	5%
Air Force	133,456	25,553	19,970	78%	3%
DoD Agencies	98,848	20,604	16,616	81%	2%
National Guard	56,437	3,250	2,535	78%	0%
<b>Grand Total</b>	<b>685,366</b>	<b>137,980</b>	<b>110,477</b>	<b>80%</b>	<b>16%</b>

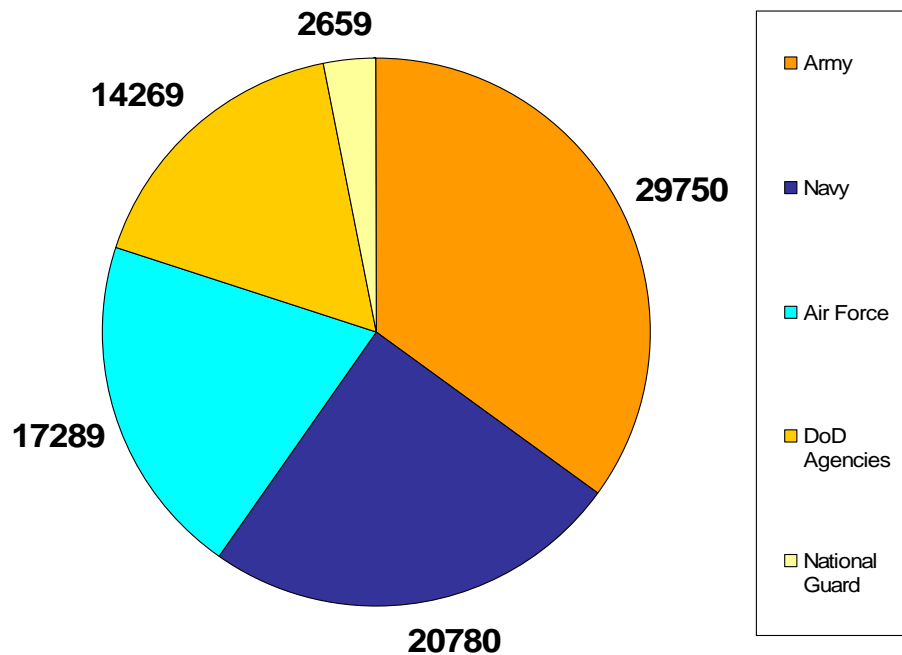
# FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



**FERS 2007**



**FERS 2012**

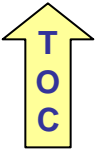


FERS Retirement Eligibility as of Dec 2007					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	220,521	169,067	8,525	5%	1%
Navy	176,104	130,572	6,322	5%	1%
Air Force	133,456	104,949	5,103	5%	1%
DoD Agencies	98,848	70,132	4,361	6%	1%
National Guard	56,437	49,103	231	0%	0%
<b>Grand Total</b>	<b>685,366</b>	<b>523,823</b>	<b>24,542</b>	<b>5%</b>	<b>4%</b>

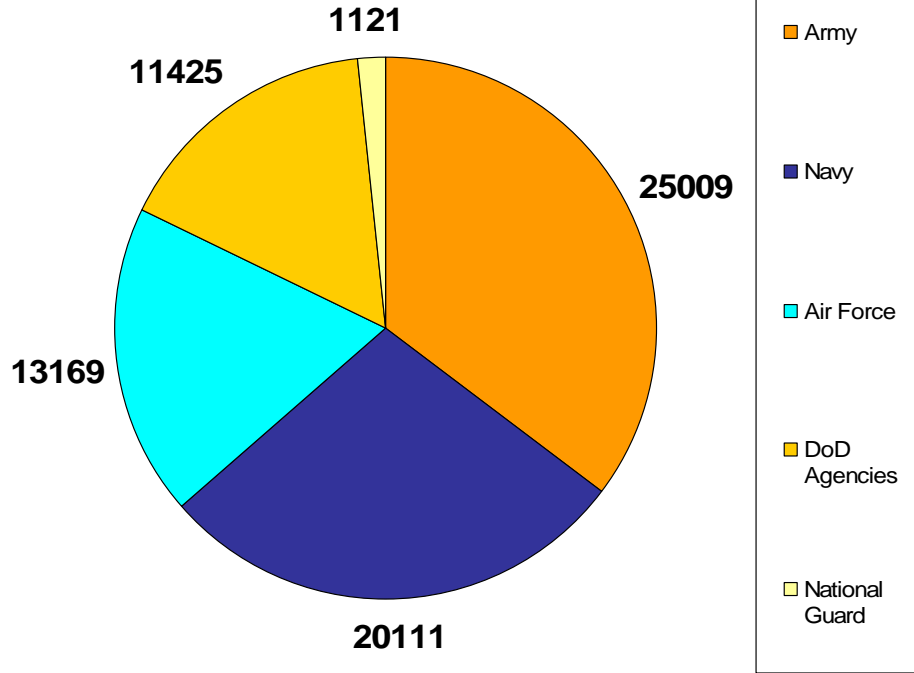
FERS Retirement Eligibility as of Dec 2012					
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	220,521	169,067	29,750	18%	4%
Navy	176,104	130,572	20,780	16%	3%
Air Force	133,456	104,949	17,289	16%	3%
DoD Agencies	98,848	70,132	14,269	20%	2%
National Guard	56,437	49,103	2,659	5%	0%
<b>Grand Total</b>	<b>685,366</b>	<b>523,823</b>	<b>84,747</b>	<b>16%</b>	<b>12%</b>



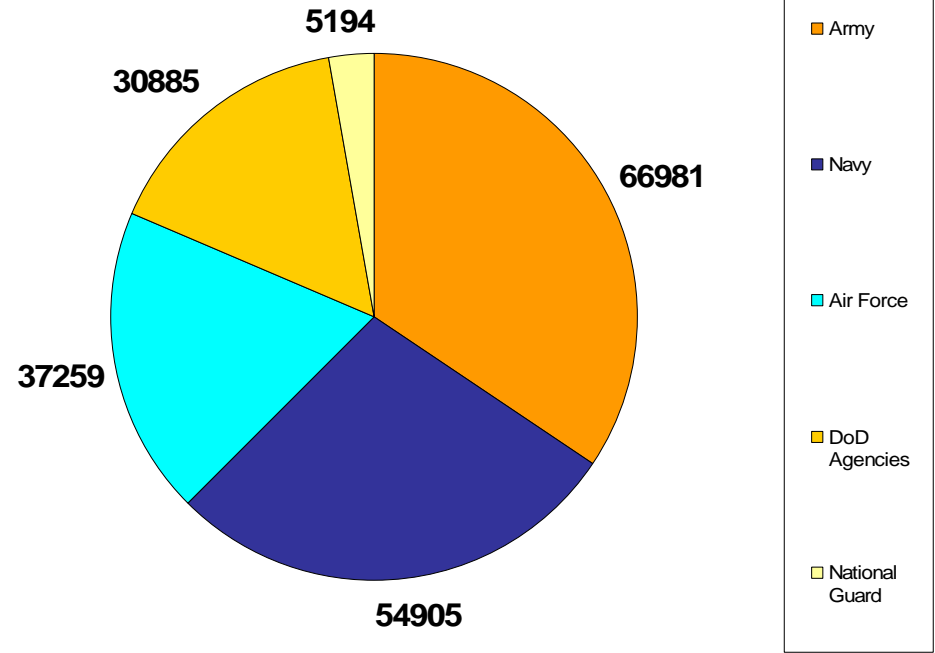
# CSRS & FERS Retirement Eligibility Optional Retirement (Appropriated Fund)



**CSRS & FERS 2007**



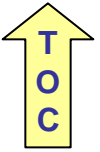
**CSRS & FERS 2012**



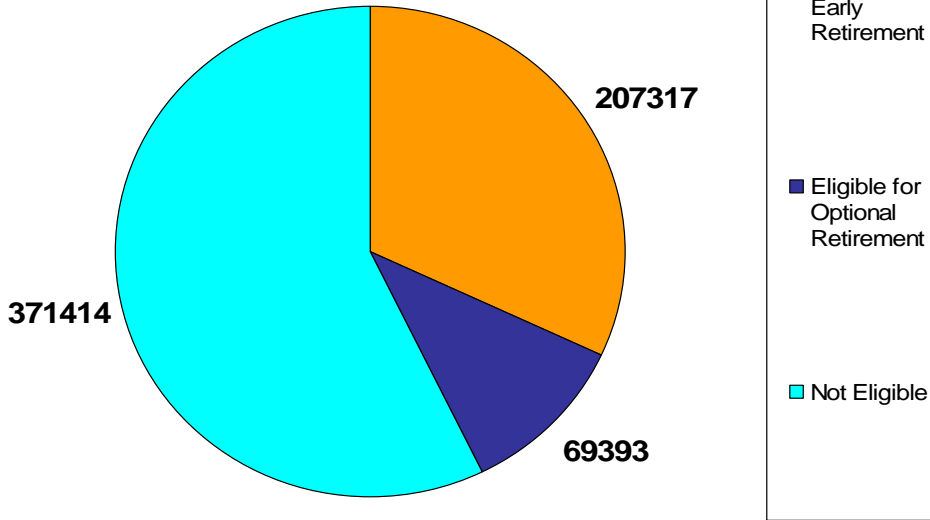
CSRS & FERS Retirement Eligibility as of Dec 2007					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	220,521	214,252	25,009	12%	4%
Navy	176,104	173,960	20,111	12%	3%
Air Force	133,456	130,502	13,169	10%	2%
DoD Agencies	98,848	90,736	11,425	13%	2%
National Guard	56,437	52,353	1,121	2%	0%
<b>Grand Total</b>	<b>685,366</b>	<b>661,803</b>	<b>70,835</b>	<b>11%</b>	<b>11%</b>

CSRS & FERS Retirement Eligibility as of Dec 2012					
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component	% Compared To Total Appropriated Fund Population
Army	220,521	214,252	66,981	31%	10%
Navy	176,104	173,960	54,905	32%	8%
Air Force	133,456	130,502	37,259	29%	5%
DoD Agencies	98,848	90,736	30,885	34%	5%
National Guard	56,437	52,353	5,194	10%	1%
<b>Grand Total</b>	<b>685,366</b>	<b>661,803</b>	<b>195,224</b>	<b>29%</b>	<b>29%</b>

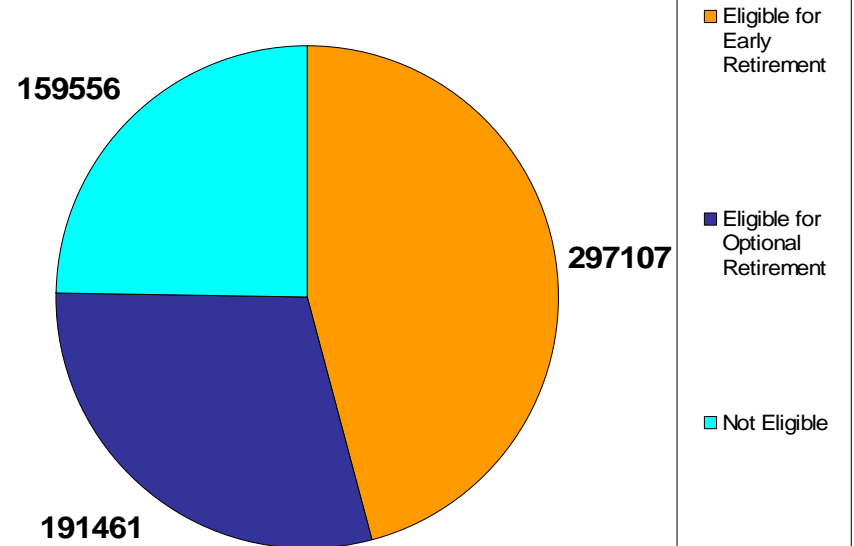
# CSRS & FERS Retirement Eligibility Early & Optional Retirement (Appropriated Fund – Permanent Employees)



**Current Retirement Eligibility**



**2012 Retirement Eligibility**



**CSRS & FERS Retirement Eligibility as of Dec 2007**

Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement
648,124	207,317	32%	69,393	11%	276,710	43%

**CSRS & FERS Retirement Eligibility as of Dec 2012**

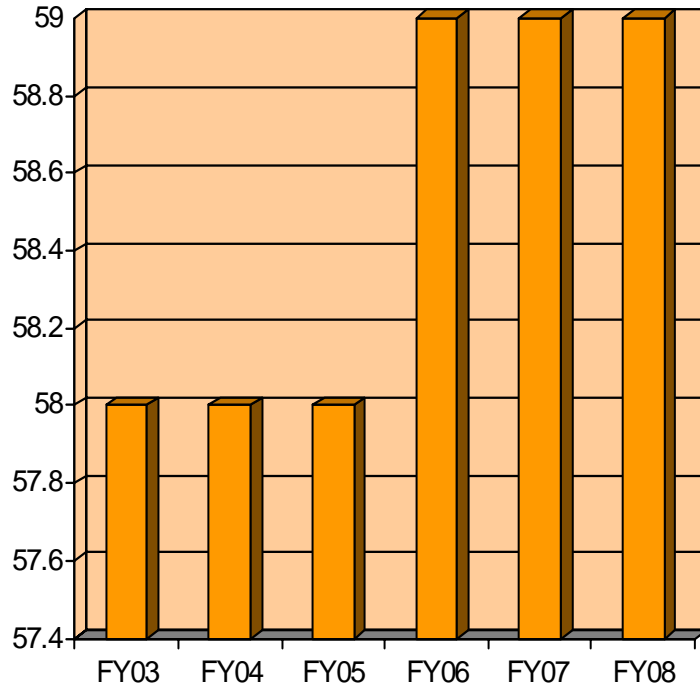
Total Employees in CSRS & FERS	CSRS & FERS Permanent Employees Eligible for Early Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early Retirement	CSRS & FERS Permanent Employees Eligible for Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Optional Retirement	Total CSRS & FERS Permanent Employees Eligible for Early and Optional Retirement	% of Total CSRS & FERS Permanent Employees Eligible for Early & Optional Retirement
648,124	297,107	46%	191,461	30%	488,568	76%

Data represents permanent employees in the FERS/CSRS retirement plans. Special retirement plans are not included.

This chart reflects actual eligibility of the current population assuming they remain the next 5 years. It is not a true projection.

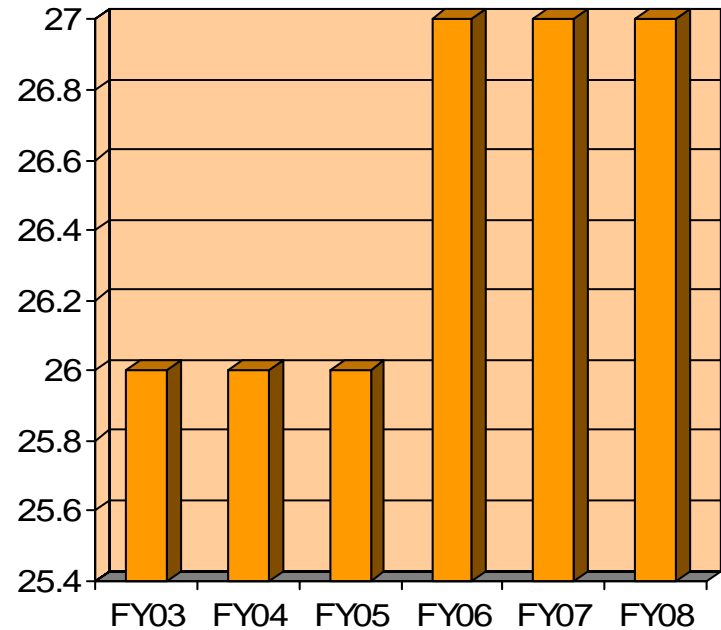
## Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

**Average Retirement Age**



■ Average Retirement Age

**Average Years of Service at Retirement**



■ Average Years of Service at Retirement

**Average Retirement Age**

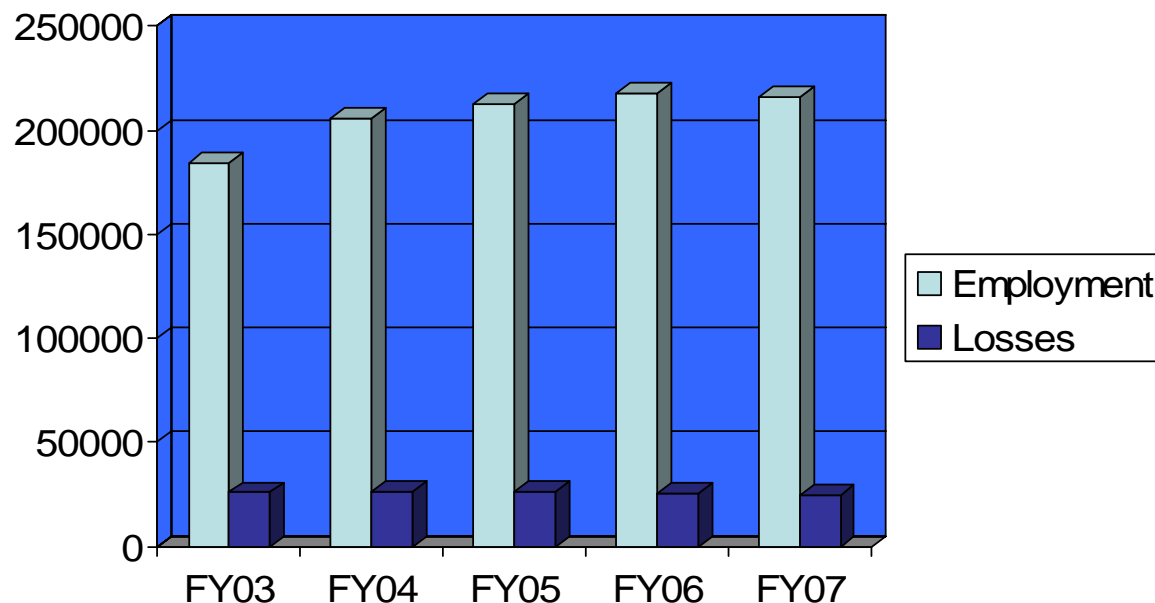
Average Retirement Age	
FY03	58
FY04	58
FY05	58
FY06	59
FY07	59
FY08 (From Oct 1, 2007 to Dec 31, 2007)	59

**Average Years of Service at Retirement**

Average Years of Service at Retirement	
FY03	26
FY04	26
FY05	26
FY06	27
FY07	27
FY08 (From Oct 1, 2007 to Dec 31, 2007)	27

## Army Turnover Rate\* (Appropriated Fund )

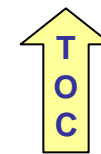
### Army Turnover – All Separations



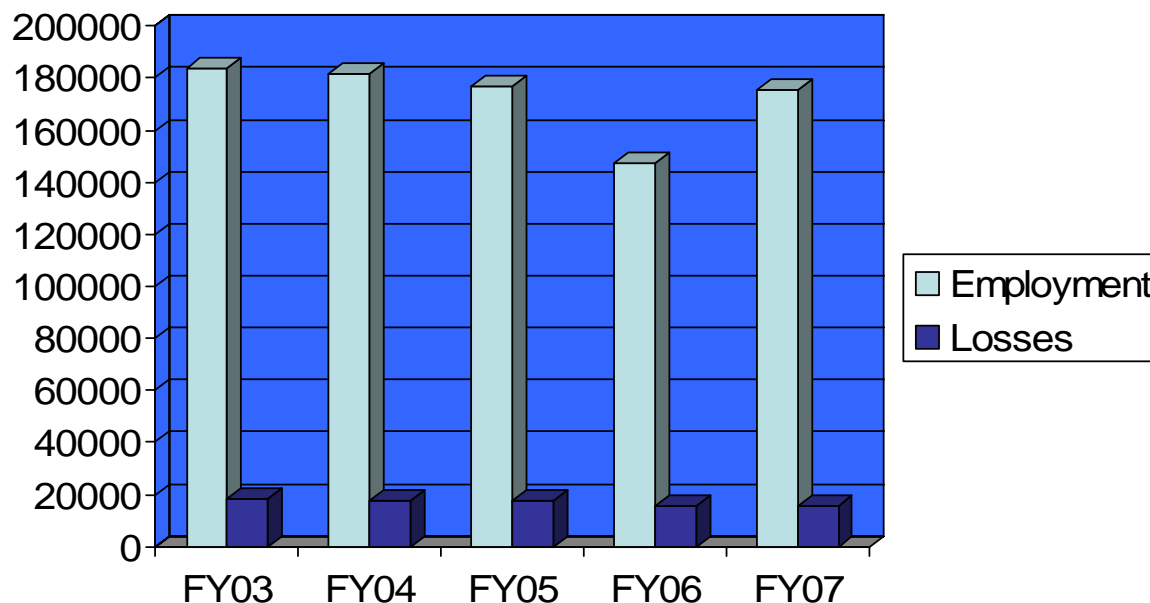
Army Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	184461	25930	14%
FY04	205370	26581	13%
FY05	212269	26183	12%
FY06	217938	25306	12%
FY07	215975	24355	11%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## Navy Turnover Rate\* (Appropriated Fund)



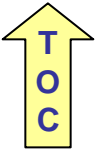
### Navy Turnover – All Separations



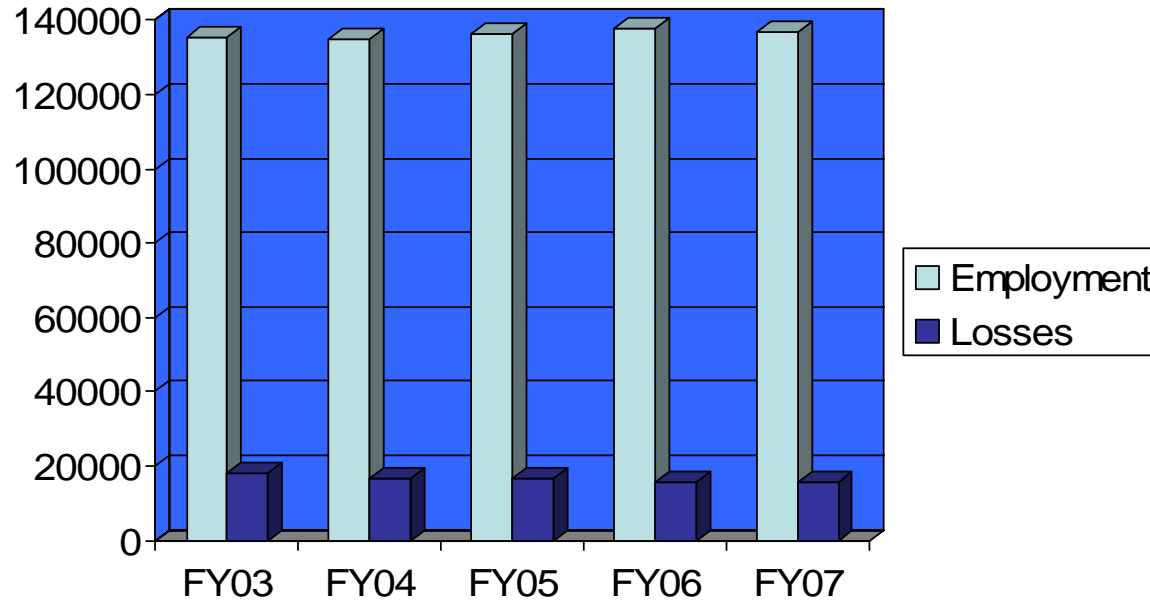
Navy Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	183993	18292	10%
FY04	181406	17700	10%
FY05	177053	17476	10%
FY06	147626	15466	10%
FY07	175229	15649	9%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## Air Force Turnover Rate\* (Appropriated Fund )



### Air Force Turnover – All Separations



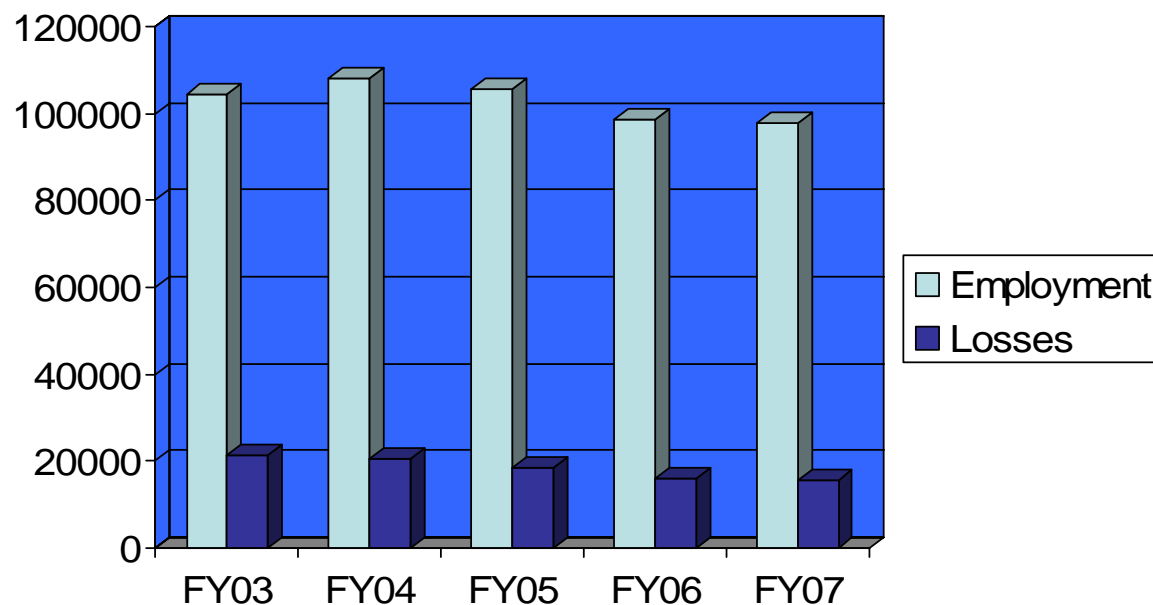
Air Force Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	135165	18138	13%
FY04	135020	16729	12%
FY05	136242	16605	12%
FY06	137896	15878	12%
FY07	136580	15640	11%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## DoD Agencies Turnover Rate\* (Appropriated Fund )



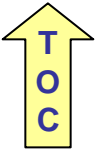
### DoD Agencies Turnover – All Separations



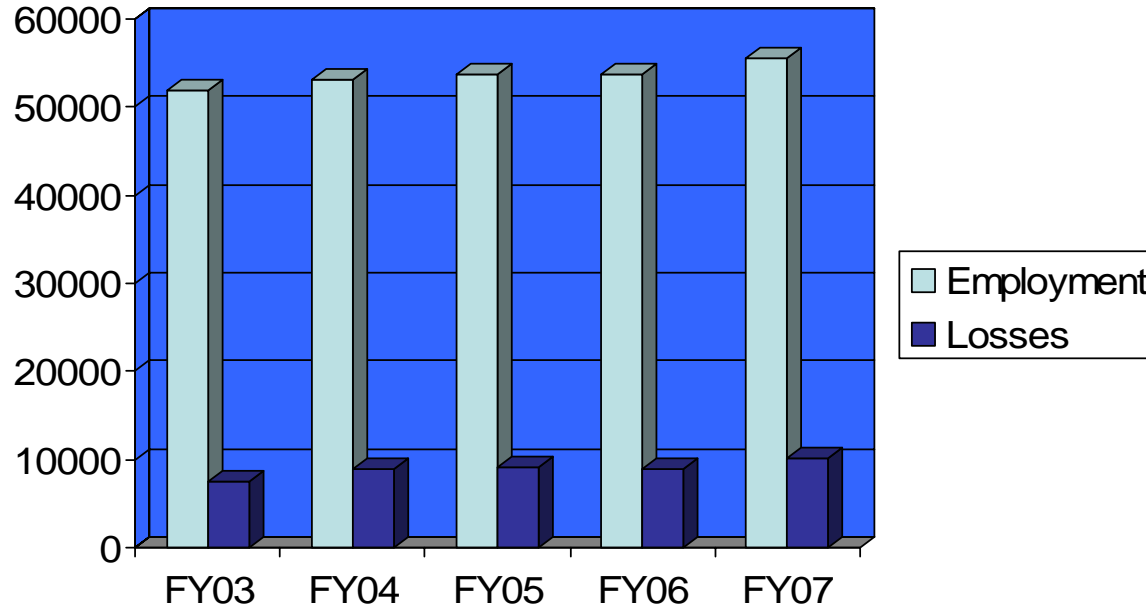
DoD Agencies Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	104635	21129	20%
FY04	108218	20328	19%
FY05	105549	18257	17%
FY06	98621	15837	16%
FY07	97756	15666	16%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## National Guard Turnover Rate\* (Appropriated Fund )



### National Guard Turnover – All Separations

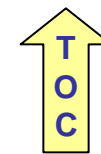


National Guard Turnover Rate			
	Employment Nat. Guard Technicians	All Nat. Guard Technicians Losses	% of Nat. Guard Technicians Losses compared to Employment
FY03	51970	7597	15%
FY04	53035	8823	17%
FY05	53710	9108	17%
FY06	53628	8881	17%
FY07	55482	10166	18%

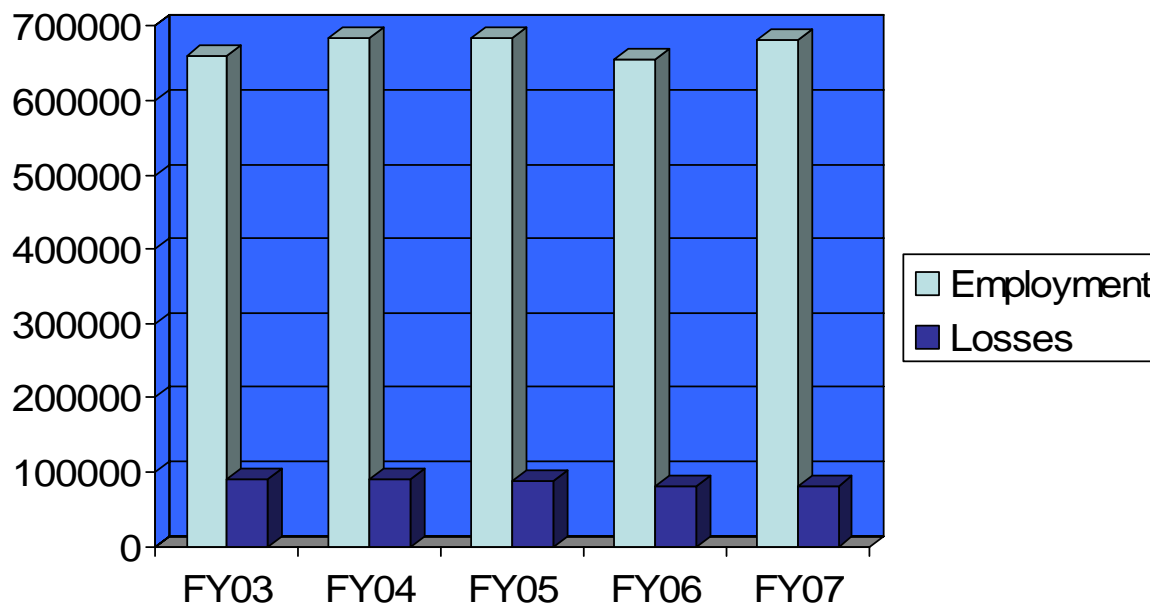
\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.



## All DoD Turnover Rate\* (Appropriated Fund )



### All DoD Turnover – All Separations



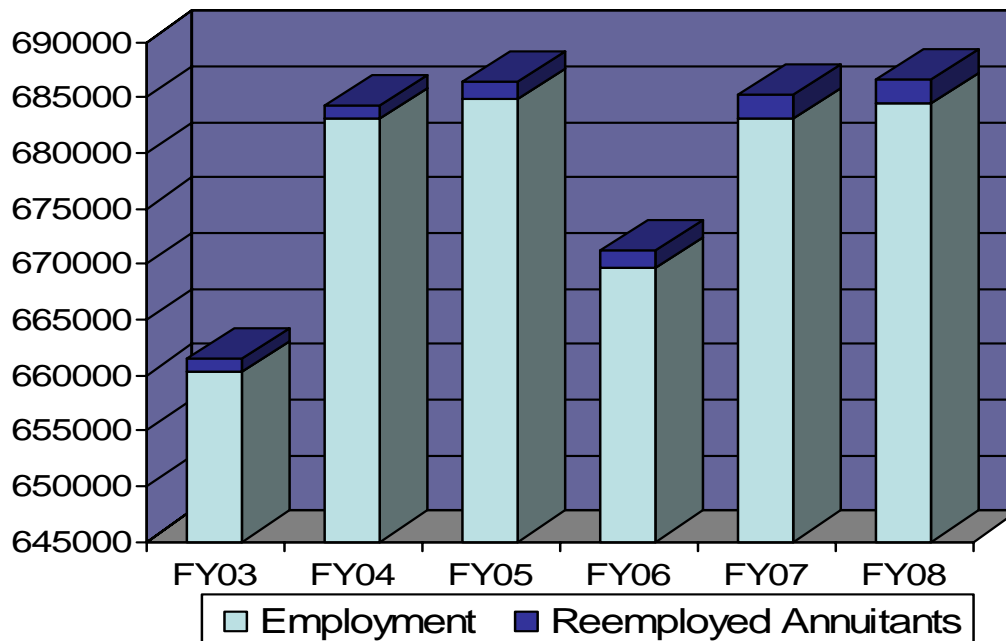
All DoD Turnover Rate			
	Employment	All Losses	% of Losses compared to Employment
FY03	660225	91086	14%
FY04	683049	90161	13%
FY05	684824	87629	13%
FY06	655710	81368	12%
FY07	681023	81476	12%

\*Turnover rate definition: U.S. Department of Labor, Bureau of Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## All DoD Reemployed Annuitants\* (Appropriated Fund )



### All DoD – All Reemployed Annuitants



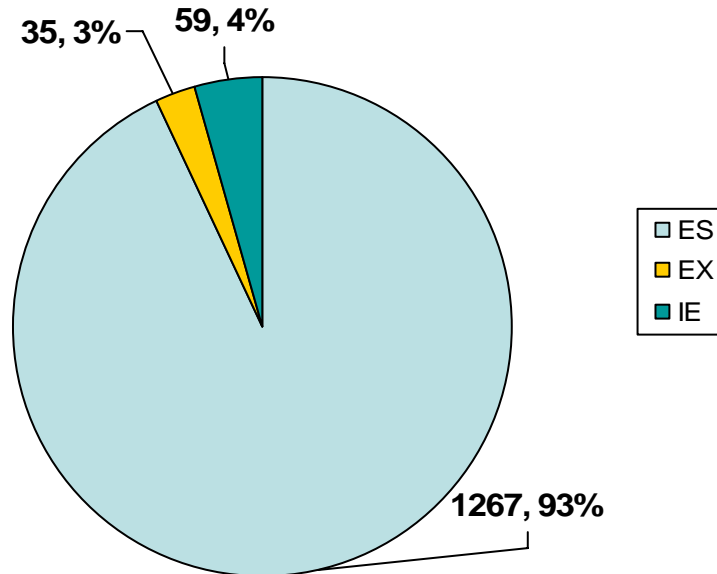
Mar 18, 2004, authority to allow Reemployed Annuitants to receive full salary and annuity benefits.

FY03			FY04			FY05			FY06			FY07			FY08 (From Oct 1, 2007 to Dec 31, 2007)		
Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment	Employment	Reemployed Annuitants	% Reemployed Annuitants compared to Employment
184461	445	0.24%	205370	393	0.19%	212269	625	0.29%	201431	862	0.43%	217897	1264	0.58%	220521	1359	0.62%
183993	314	0.17%	181406	286	0.16%	177053	289	0.16%	176415	266	0.15%	176471	302	0.17%	176104	310	0.18%
135165	179	0.13%	135020	161	0.12%	136242	169	0.12%	139214	180	0.13%	135440	208	0.15%	133456	214	0.16%
51970	25	0.05%	53035	62	0.12%	53710	168	0.31%	97696	88	0.09%	56166	67	0.12%	56437	68	0.12%
104635	230	0.22%	108218	257	0.24%	105549	310	0.29%	54917	192	0.35%	97096	258	0.27%	98848	282	0.29%
<b>660224</b>	<b>1193</b>	<b>0.18%</b>	<b>683049</b>	<b>1159</b>	<b>0.17%</b>	<b>684823</b>	<b>1561</b>	<b>0.23%</b>	<b>669673</b>	<b>1588</b>	<b>0.24%</b>	<b>683070</b>	<b>2099</b>	<b>0.31%</b>	<b>685366</b>	<b>2233</b>	<b>0.33%</b>

\*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

## DoD Executives and Senior Level Employees (Appropriated Fund)

### Senior Executive Service/ Executive Pay/Intelligence Executive

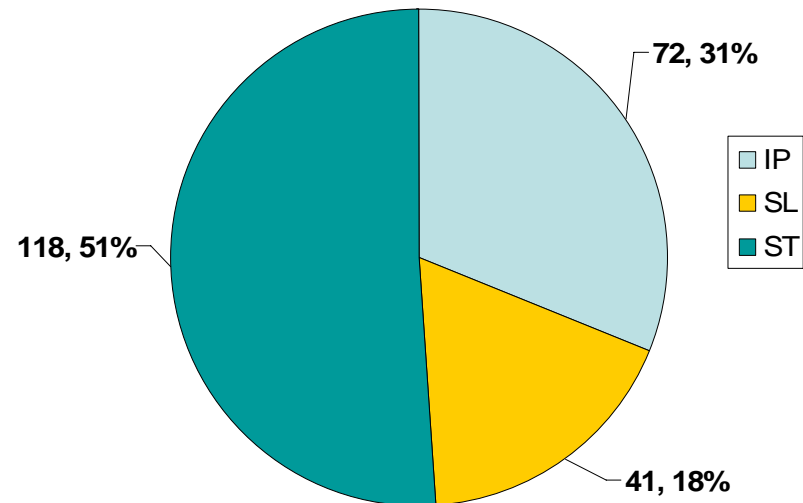


Executive Service/Executive Pay/Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total ES	1267	93.09%	0.1849%
Total EX	35	2.57%	0.0051%
Total IE	59	4.34%	0.0086%
<b>Total</b>	<b>1361</b>	<b>100.00%</b>	<b>**0.1986%</b>

Total Appropriated Fund Population 685,366

\*\* Percentage shown in this report may not add to totals due to rounding

### Intelligence Professional/ Senior Level Positions/Scientific and Professional

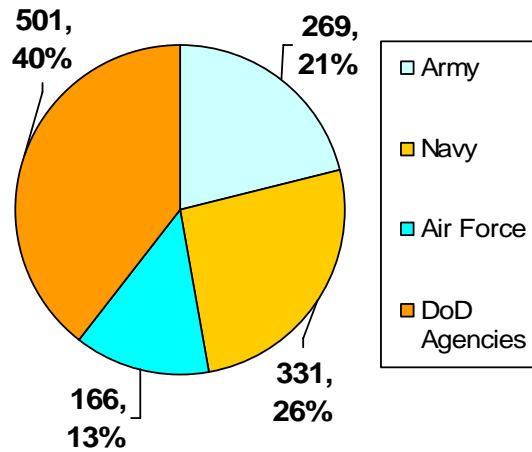


Intelligence Professional/Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Total IP	72	31.17%	0.0105%
Total SL	41	17.75%	0.0060%
Total ST	118	51.08%	0.0172%
<b>Total</b>	<b>231</b>	<b>100.00%</b>	<b>0.0337%</b>

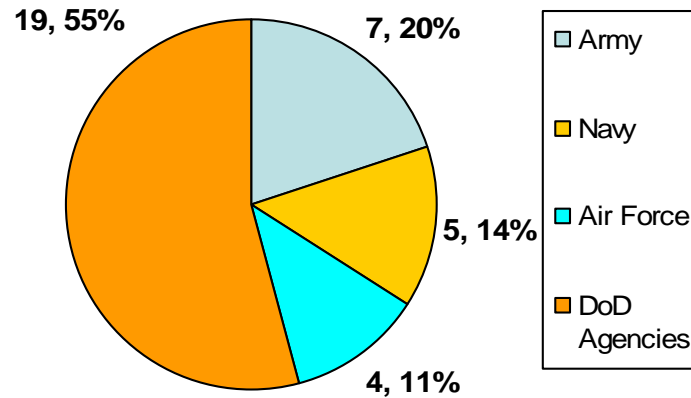
Total Appropriated Fund Population 685,366

## DoD Executives by Component (Appropriated Fund)

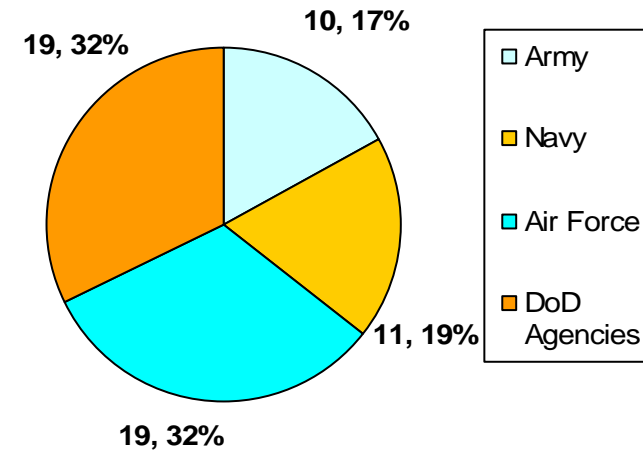
### Senior Executive Service



### Executive Pay



### Intelligence Executive



Senior Executive Service	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	269	21.23%	0.0392%
Navy	331	26.12%	0.0483%
Air Force	166	13.10%	0.0242%
DoD Agencies	501	39.54%	0.0731%
<b>Total</b>	<b>1267</b>	<b>100.00%</b>	<b>**0.1851%</b>

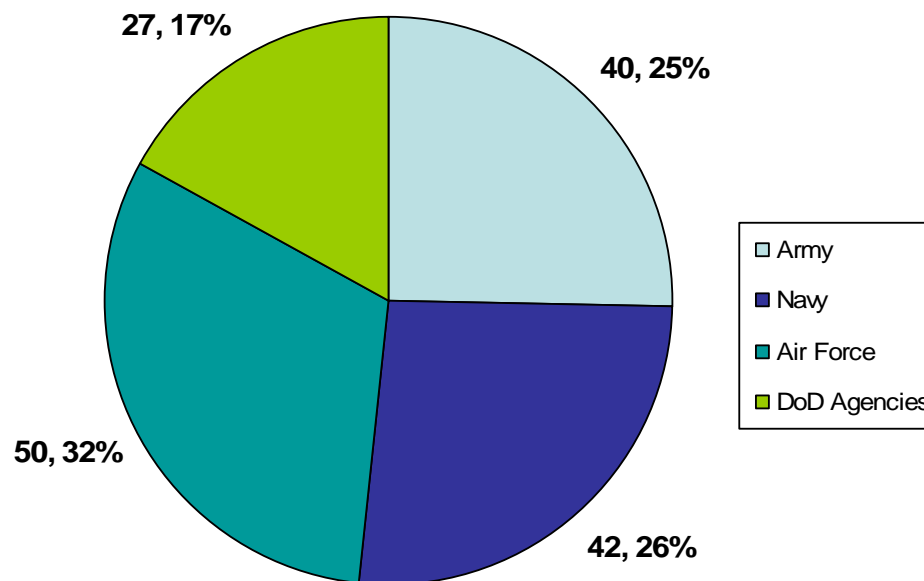
Executive Pay	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	7	20.00%	0.0010%
Navy	5	14.29%	0.0007%
Air Force	4	11.43%	0.0006%
DoD Agencies	19	54.29%	0.0028%
<b>Total</b>	<b>35</b>	<b>100.00%</b>	<b>**0.0051%</b>

Intelligence Executive	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Army	10	16.95%	0.0015%
Navy	11	18.65%	0.0016%
Air Force	19	32.20%	0.0028%
DoD Agencies	19	32.20%	0.0028%
<b>Total</b>	<b>59</b>	<b>100.00%</b>	<b>**0.0087%</b>

Total Appropriated Fund Population 685,366

\*\*Percentage shown in these reports may not add to totals due to rounding

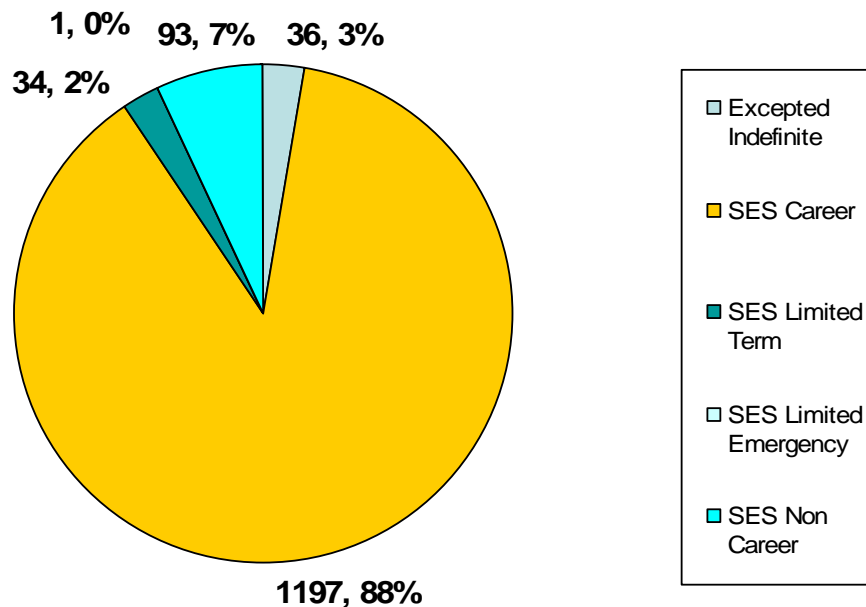
## DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



Senior Level Positions/Scientific and Professional	Total	% Compared To Total Senior Leadership Population	% Compared To Total Appropriated Fund Population
Army	40	25.16%	0.0058%
Navy	42	26.41%	0.0061%
Air Force	50	31.45%	0.0073%
DoD Agencies	27	16.98%	0.0039%
<b>Total</b>	<b>159</b>	<b>100.00%</b>	<b>0.0231%</b>

Total Appropriated Fund Population 685,366

## DoD Executives by Appointment Type (Appropriated Fund)

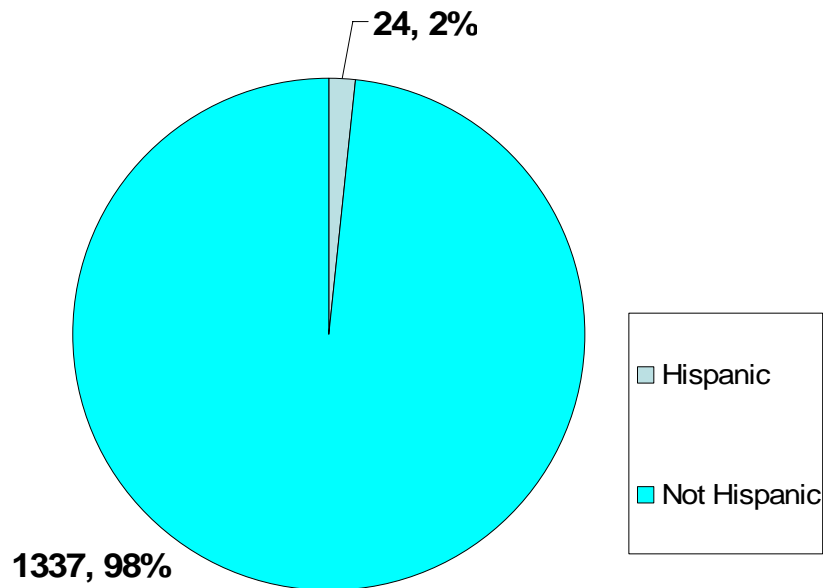


DoD Executives by Appointment Type	Total	%Compared To Total Senior Leader Population	%Compared To Total Appropriated Fund Population
Excepted Indefinite	36	2.65%	0.0053%
SES Career	1197	87.95%	0.1747%
SES Limited Term	34	2.50%	0.0050%
SES Limited Emergency	1	0.07%	0.0001%
SES Non Career	93	6.83%	0.0136%
<b>Total</b>	<b>1361</b>	<b>100.00%</b>	<b>**0.1987%</b>

\*\* Percentage shown in this report may not add to totals due to rounding

## DoD Executives Demographics (Appropriated Fund)

**Ethnicity**  
**Senior Executive Service/Executive**  
**Pay/Intelligence Executive**



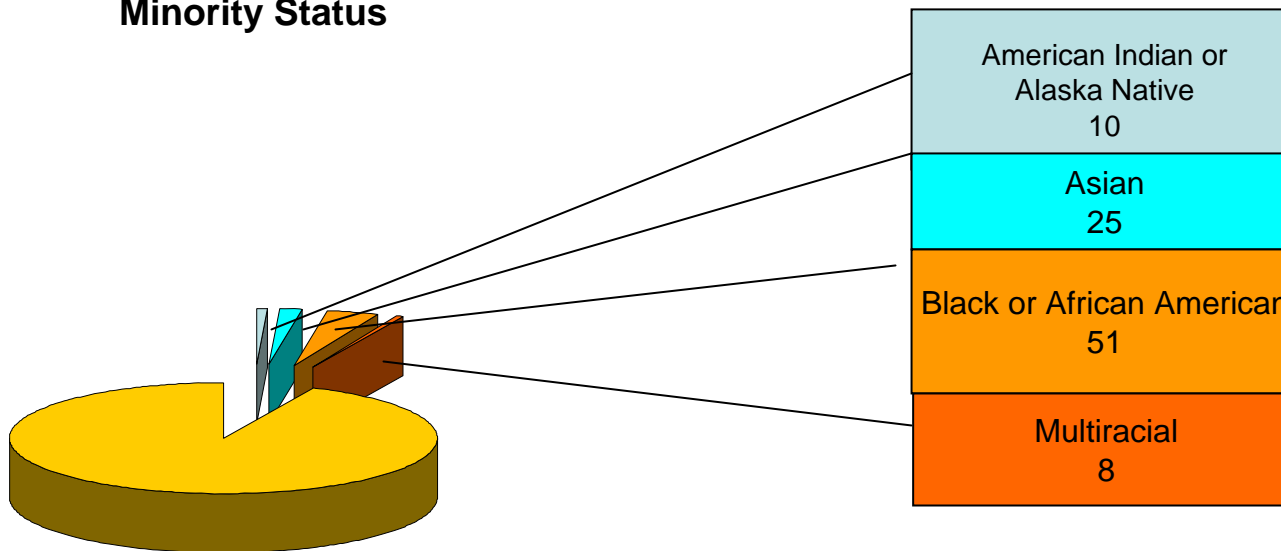
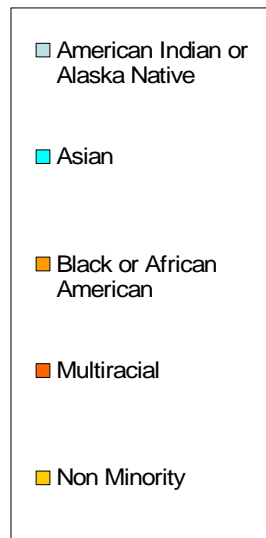
Ethnicity	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
Hispanic	24	1.76%	0.0035%
Not Hispanic	1337	98.24%	0.1951%
<b>Total</b>	<b>1361</b>	<b>100.00%</b>	<b>**0.1986%</b>

Total Appropriated Fund Population 685,366

\*\* Percentage shown in this report may not add to totals due to rounding

## General Workforce Demographics of Executives (Appropriated Fund)

### Minority Status



Race Designation	Total	% Compared To Total Senior Leader Population	% Compared To Total Appropriated Fund Population
American Indian or Alaska Native	10	0.73%	0.0015%
Asian	25	1.83%	0.0036%
Black or African American	51	3.75%	0.0074%
Identity Pending	2	0.15%	0.0003%
Multiracial	8	0.59%	0.0012%
Race Unspecified	20	1.47%	0.0029%
White	1245	91.48%	0.1817%
<b>Total</b>	<b>1361</b>	<b>100.00%</b>	<b>**0.1986%</b>

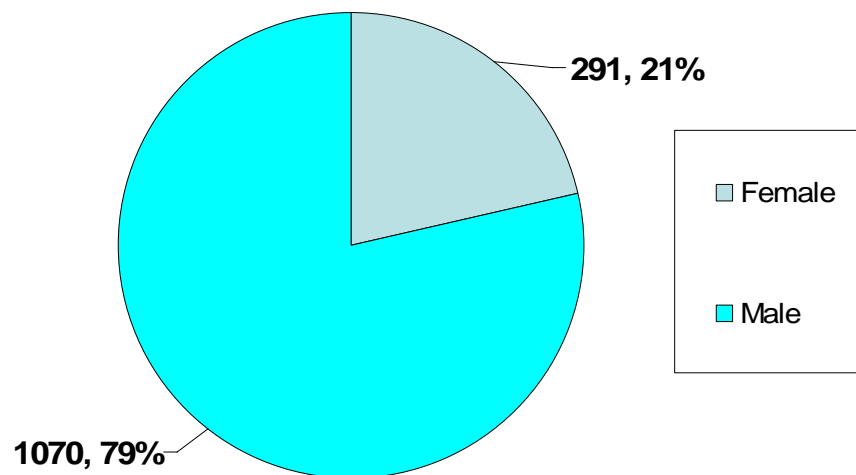
Total Appropriated Fund Population 685,366

\*\* Percentage shown in this report may not add to totals due to rounding



## DoD Executives Demographics (Appropriated Fund)

**Gender**  
**Senior Executive**  
**Service/Executive**  
**Pay/Intelligence Executive**

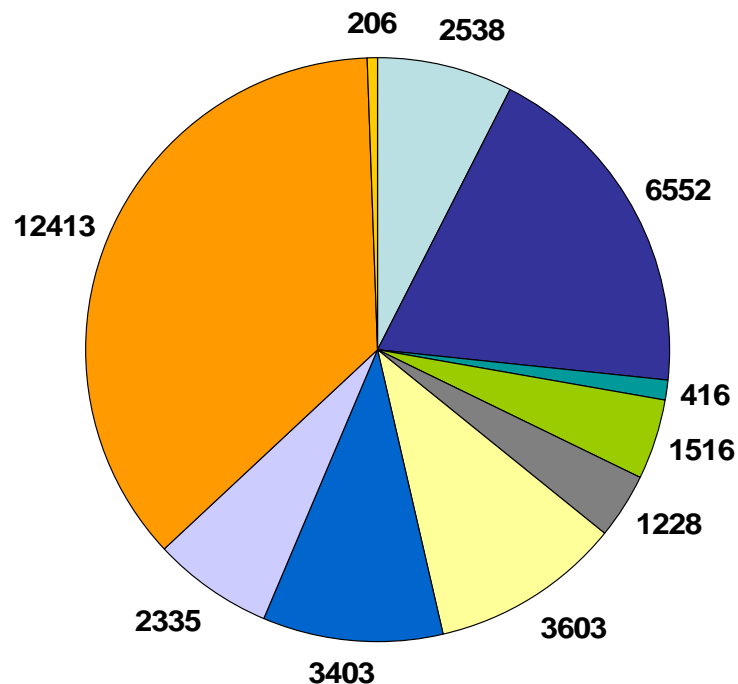
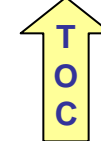


Gender	Total	% Compared To Total Senior Leaders Population	% Compared To Total Appropriated Fund Population
Female	291	21.38%	0.0425%
Male	1070	78.62%	0.1561%
<b>Total</b>	<b>1361</b>	<b>100.00%</b>	<b>**0.1986%</b>

Total Appropriated Fund Population 685,366

\*\* Percentage shown in this report may not add to totals due to rounding

## Lab/Demonstration Projects (Appropriated Fund)

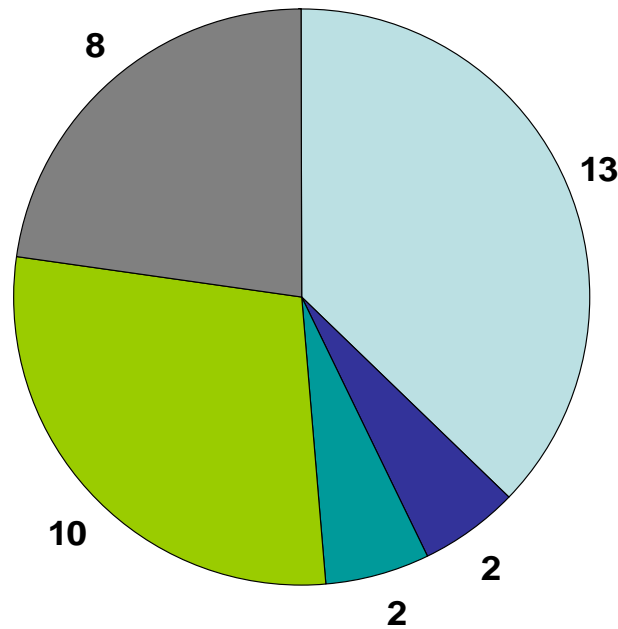
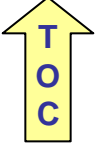


- Air Force Research Lab
- Army Aviation Research, Dev&Eng Ctr
- Army Comm-Electronics Comm Research
- Army Engineer Research & Dev Ctr
- Army Medical Research and Mat Cmd
- China Lake Demo
- DoD Acquisition Demo
- Naval Research Lab
- Navy Warfare Center
- Space and Naval Warfare Sys Com

Lab/Demos	Total	% Compared To Total Lab/Demos	% Compared To Total Appropriated Fund Population
Air Force Research Lab	2538	7.42%	0.37%
Army Aviation Research, Dev&Eng Ctr	6552	19.15%	0.95%
Army Comm-Electronics Comm Research	416	1.22%	0.06%
Army Engineer Research & Dev Ctr	1516	4.43%	0.22%
Army Medical Research and Mat Cmd	1228	3.59%	0.18%
China Lake Demo	3603	10.53%	0.53%
DoD Acquisition Demo	3403	9.95%	0.50%
Naval Research Lab	2335	6.83%	0.34%
Navy Warfare Center	12413	36.28%	1.81%
Space and Naval Warfare Sys Command	206	0.60%	0.03%
<b>Total</b>	<b>34210</b>	<b>100.00%</b>	<b>4.99%</b>

Total Appropriated Fund Population 685,366

## Lab/Demonstration Projects (Appropriated Fund)

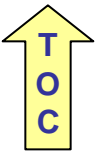


- Army Aviation Research, Dev&Eng Ctr
- Army Engineer Research & Dev Ctr
- Army Medical Research and Mat Cmd
- Naval Research Lab
- Navy Warfare Center

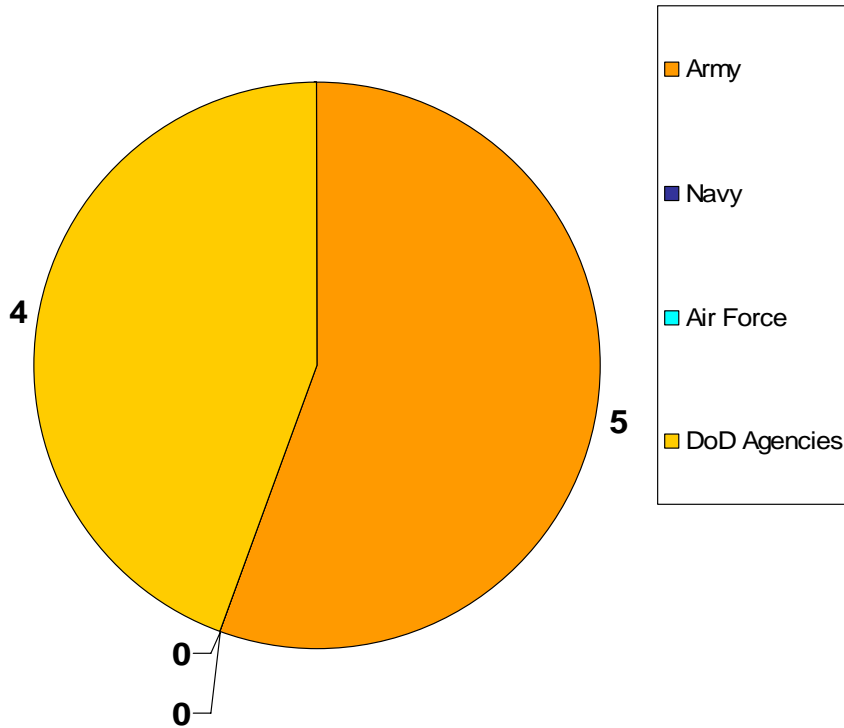
Lab/Demos High Grades	Grade 05	Compared to Total Grade 05	% Compared To Total Appropriated Fund Population	Grade 06	Compared to Total Grade 06	% Compared To Total Appropriated Fund Population
Army Aviation Research, Dev&Eng Ctr	13	52.00%	0.0019%	0	0.00%	0.0000%
Army Engineer Research & Dev Ctr	0	0.00%	0.0000%	2	20.00%	0.0003%
Army Medical Research and Mat Cmd	2	8.00%	0.0003%	0	0.00%	0.0000%
Naval Research Lab	10	40.00%	0.0015%	0	0.00%	0.0000%
Navy Warfare Center	0	0.00%	0.0000%	8	80.00%	0.0012%
<b>Total</b>	<b>25</b>	<b>100.00%</b>	<b>0.0037%</b>	<b>10</b>	<b>100.00%</b>	<b>0.0015%</b>

Total Appropriated Fund Population 685,366

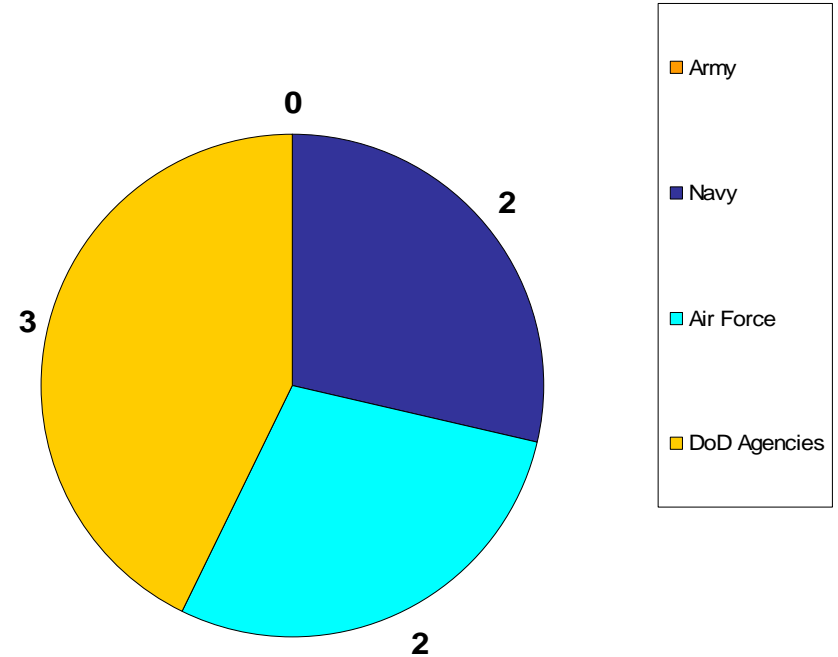
# Scientists and Engineers hired under DARPA Authority (Appropriated Fund )



**Current Employees**



**Hires No Longer on Rolls**



Scientists and Engineers hired under DARPA Authority	Total	% Compared To Total Hired under DARPA Authority	% Compared To Total Appropriated Fund Population
Army	5	55.56%	0.001%
Navy	0	0.00%	0.000%
Air Force	0	0.00%	0.000%
DoD Agencies	4	44.44%	0.001%
<b>Total</b>	<b>9</b>	<b>100.00%</b>	<b>0.002%</b>

Total Appropriated Fund Population 685,366

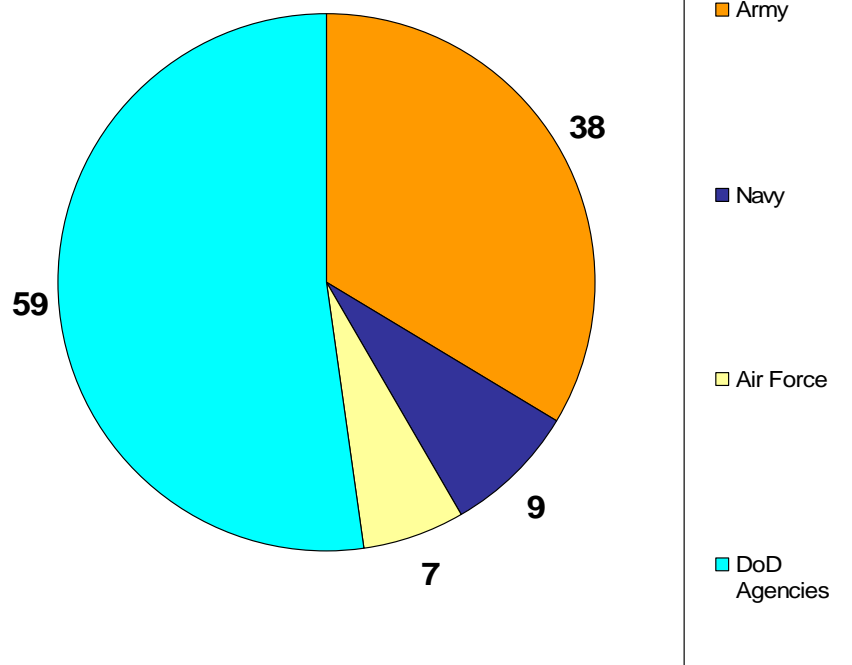
Scientists and Engineers hired under DARPA Authority and No Longer on Rolls	Total	% Compared To Total No Longer on Rolls	% Compared To Total Appropriated Fund Population
Army	0	0.00%	0.000%
Navy	2	28.57%	0.000%
Air Force	2	28.57%	0.000%
DoD Agencies	3	42.86%	0.000%
<b>Total</b>	<b>7</b>	<b>100.00%</b>	<b>0.000%</b>

Total Appropriated Fund Population 685,366

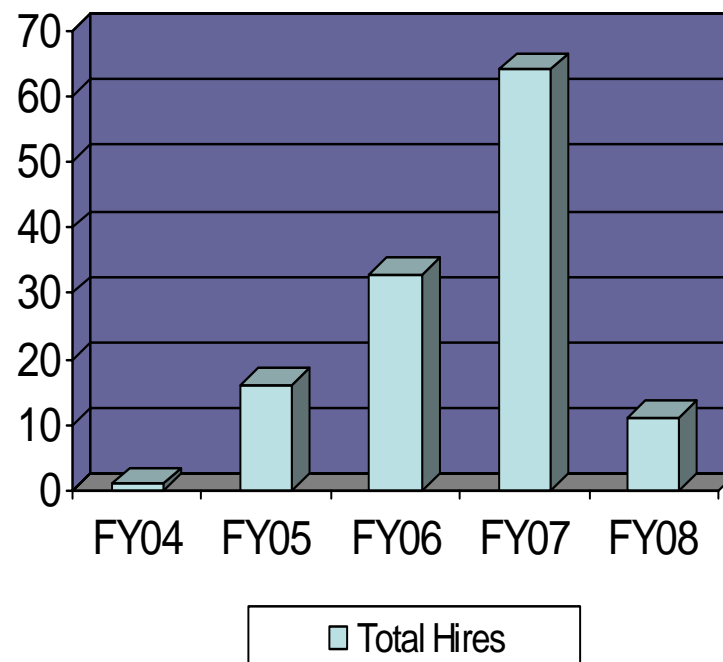
# Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund )



**Current Employees**



**Total Hires since Feb 27, 2004**



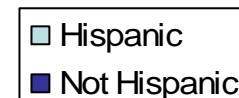
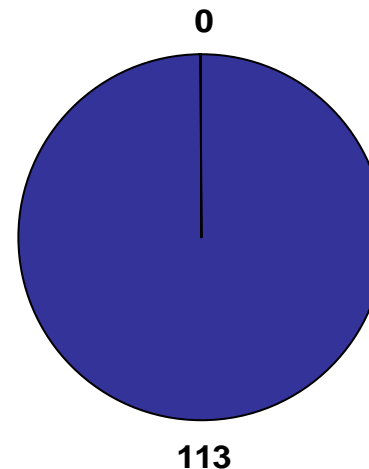
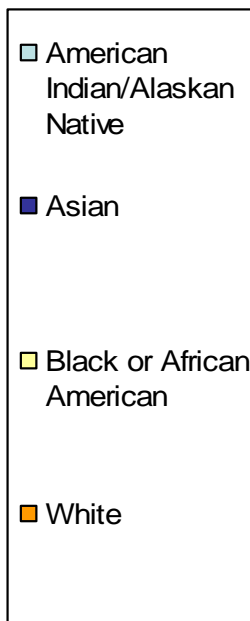
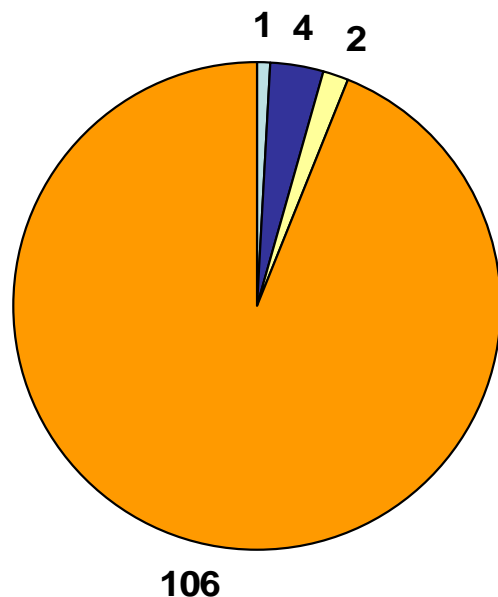
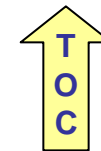
Highly Qualified Experts - Current Population	Total	% Compared To Total Current Population	% Compared To Total Appropriated Fund Population
Army	38	33.64%	0.006%
Navy	9	7.96%	0.001%
Air Force	7	6.19%	0.001%
DoD Agencies	59	52.21%	0.009%
<b>Total</b>	<b>113</b>	<b>100.00%</b>	<b>*0.017%</b>

Total Appropriated Fund Population 685,366

Total Hires of Highly Qualified Experts since Feb 27, 2004	Total	% Compared To Total Appropriated Fund Population	% Compared To Total Appropriated Fund Population
FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	0.80%	0.000%
FY05	16	12.80%	0.002%
FY06	33	26.40%	0.005%
FY07	64	51.20%	0.009%
FY08	11	8.80%	0.002%
<b>Total</b>	<b>125</b>	<b>100.00%</b>	<b>*0.018%</b>

\*Percentage shown in this report may not add to totals due to rounding

# Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Race Designation	Total	% Compared To Total Race Designation	% Compared To Total Appropriated Fund Population
American Indian/Alaska Native	1	0.88%	0.000%
Asian	4	3.54%	0.001%
Black or African American	2	1.77%	0.000%
White	106	93.81%	0.015%
<b>Total</b>	<b>113</b>	<b>100.00%</b>	<b>*0.016%</b>

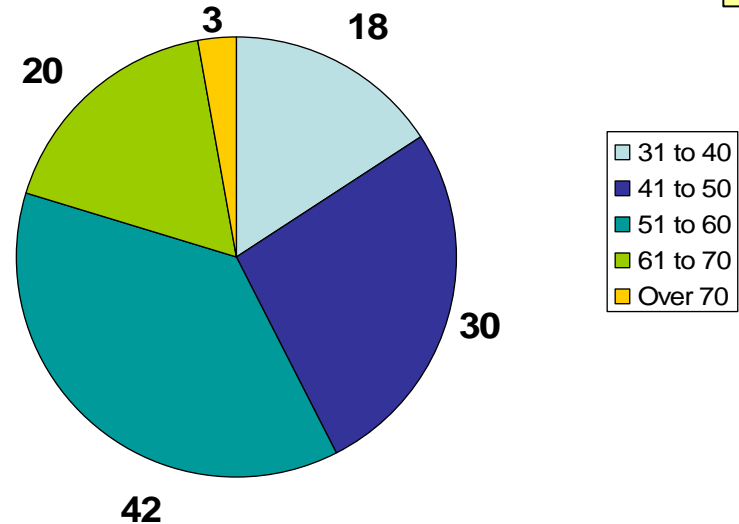
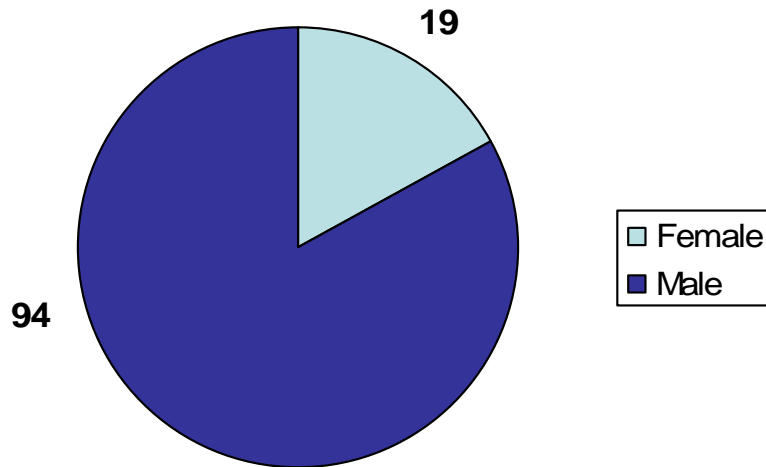
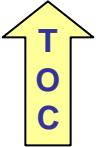
Ethnicity	Total	% Compared To Total Ethnicity	% Compared To Total Appropriated Fund Population
Hispanic	0	0.00%	0.000%
Not Hispanic	113	100.00%	0.016%
<b>Total</b>	<b>113</b>	<b>100.00%</b>	<b>*0.016%</b>

Total Appropriated Fund Population 685,366

Total Appropriated Fund Population 685,366

\* Percentages shown in these reports may not add to totals due to rounding

# Highly Qualified Experts General Workforce Demographics (Appropriated Fund)



Gender	Total	% Compared To Total Gender	% Compared To Total Appropriated Fund Population
Female	19	16.81%	0.003%
Male	94	83.19%	0.014%
<b>Total</b>	<b>113</b>	<b>100.00%</b>	<b>*0.017%</b>

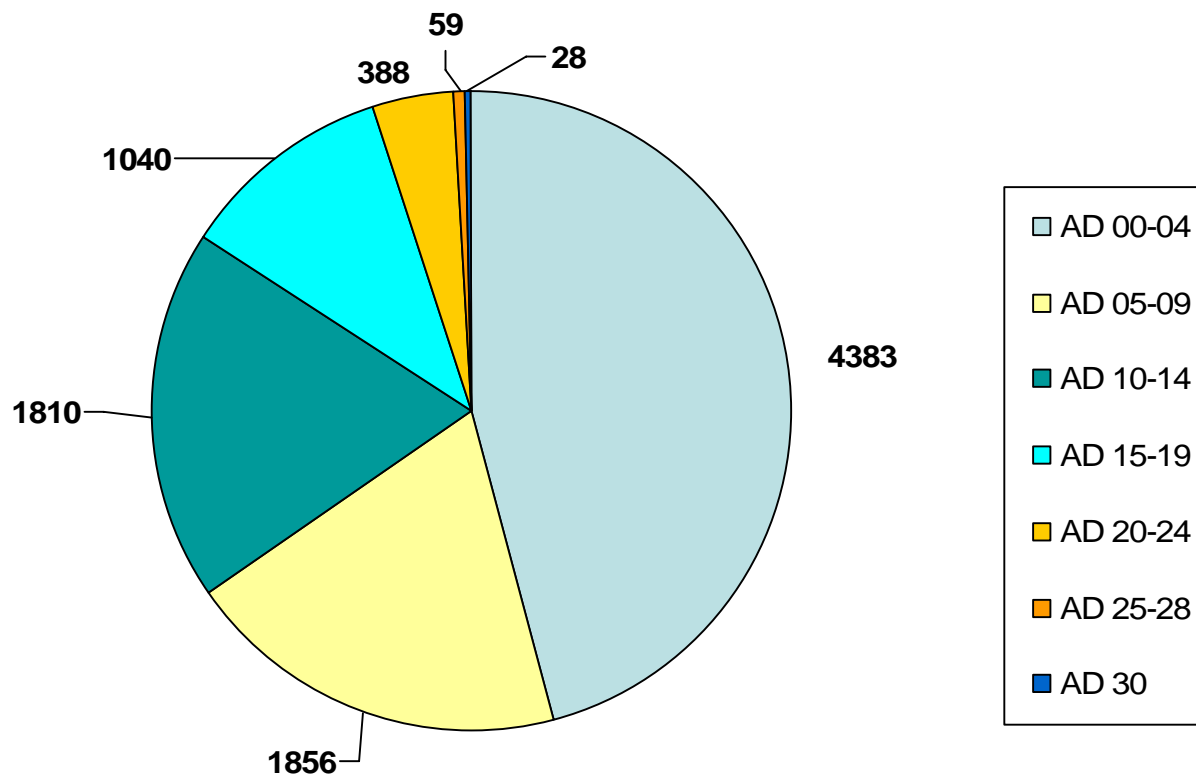
Total Appropriated Fund Population 685,366

Age	Total	% Compared To Total Age	% Compared To Total Appropriated Fund Population
31 to 40	18	15.93%	0.003%
41 to 50	30	26.55%	0.004%
51 to 60	42	37.17%	0.006%
61 to 70	20	17.70%	0.003%
Over 70	3	2.65%	0.000%
<b>Total</b>	<b>113</b>	<b>100.00%</b>	<b>*0.016%</b>

Total Appropriated Fund Population 685,366

\*Percentages shown in these reports may not add to totals due to rounding

## Administratively Determined (Appropriated Fund)



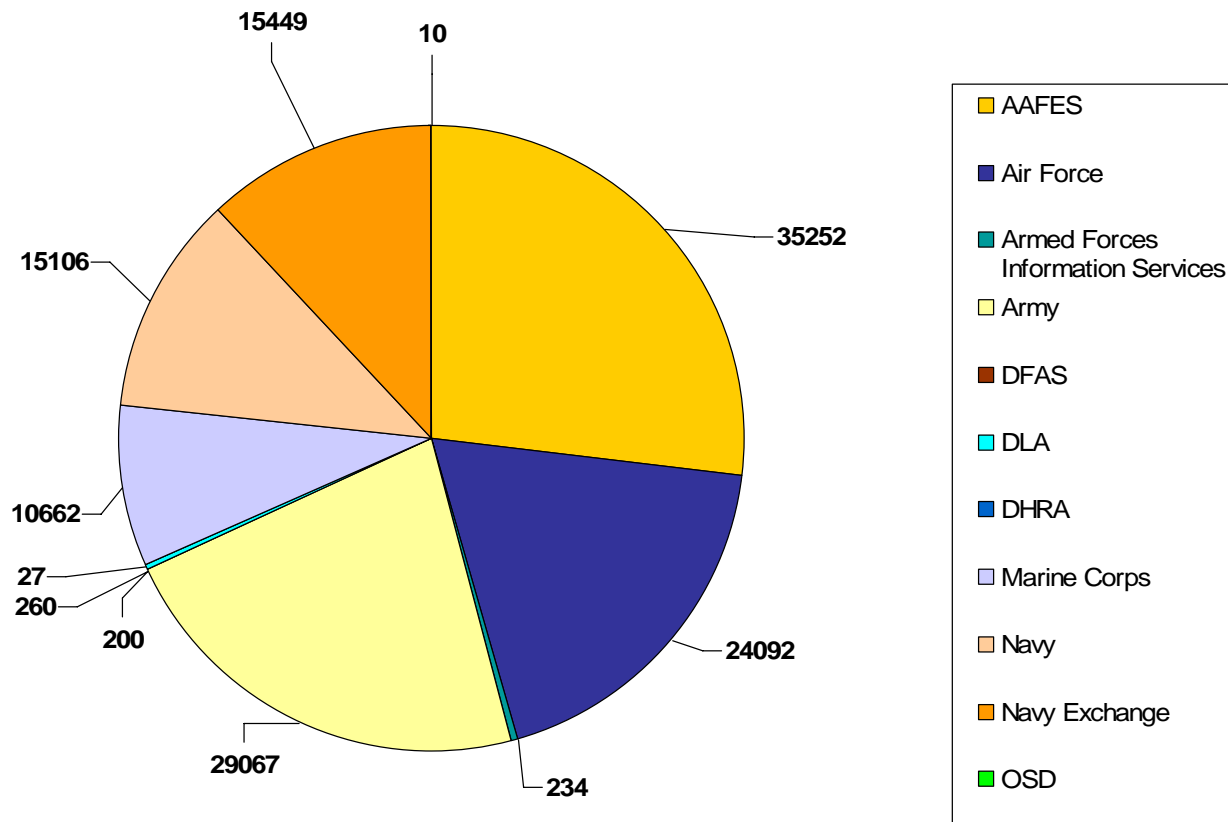
Administratively Determined	Total	% Compared To Total Administratively Determined	% Compared To Total Appropriated Fund Population
AD 00-04	4383	45.83%	0.65%
AD 05-09	1856	19.41%	0.27%
AD 10-14	1810	18.93%	0.26%
AD 15-19	1040	10.87%	0.15%
AD 20-24	388	4.06%	0.06%
AD 25-28	59	0.62%	0.01%
AD 30	28	0.29%	0.00%
<b>Total</b>	<b>9564</b>	<b>100.00%</b>	<b>1.40%</b>

Total Appropriated Fund Population 685,366



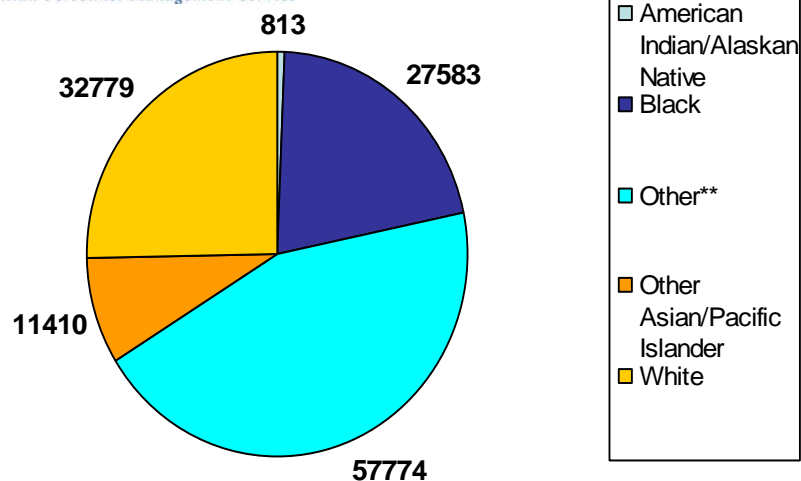
**NON APPROPRIATED FUND**

# Non Appropriated Fund Employees by Component



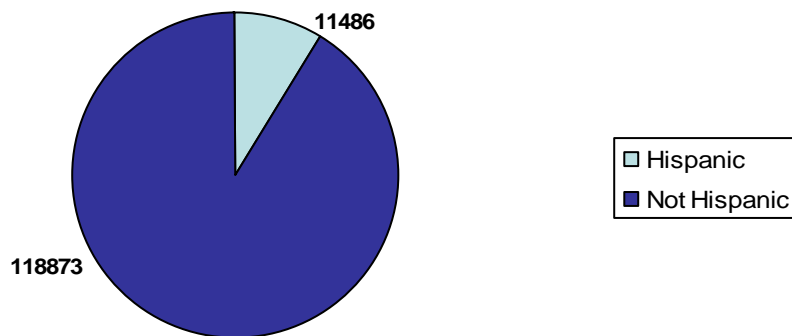
Non Appropriated Fund Employees Total = 130359		
AAFES	35252	27%
Air Force	24092	19%
Armed Forces Information Services	234	0%
Army	29067	22%
DFAS	200	0%
DLA	260	0%
DHRA	27	0%
Marine Corps	10662	8%
Navy	15106	12%
Navy Exchange	15449	12%
OSD	10	0%
<b>Total</b>	<b>130359</b>	<b>100%</b>

# General Workforce Demographics (Non Appropriated Fund)

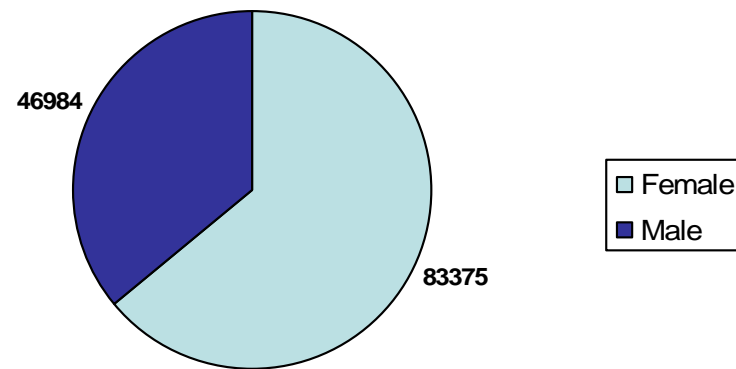


Race Designation Total = 130359		
Amer Indian/Alaskan Native	813	1%
Black	27583	21%
Other**	57774	44%
Other Asian/Pacific Islander	11410	9%
White	32779	25%
<b>Total Non Appropriated Fund Population</b>	<b>130359</b>	<b>100%</b>

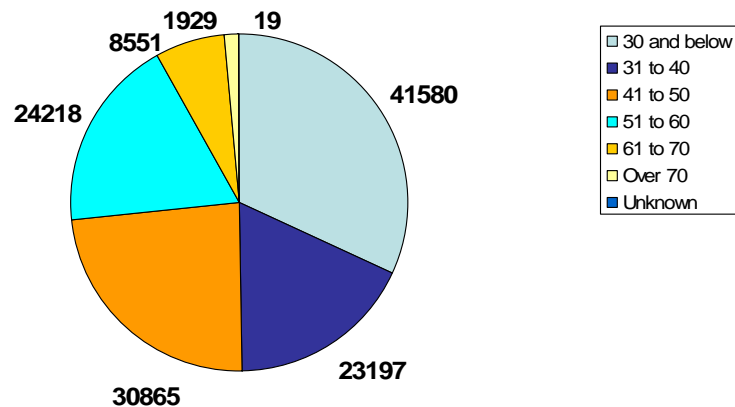
Other\*\* Data not reported by employee



Ethnicity Total = 130359		
Hispanic	11486	9%
Not Hispanic	118873	91%
<b>Total Non Appropriated Fund Population</b>	<b>130359</b>	<b>100%</b>



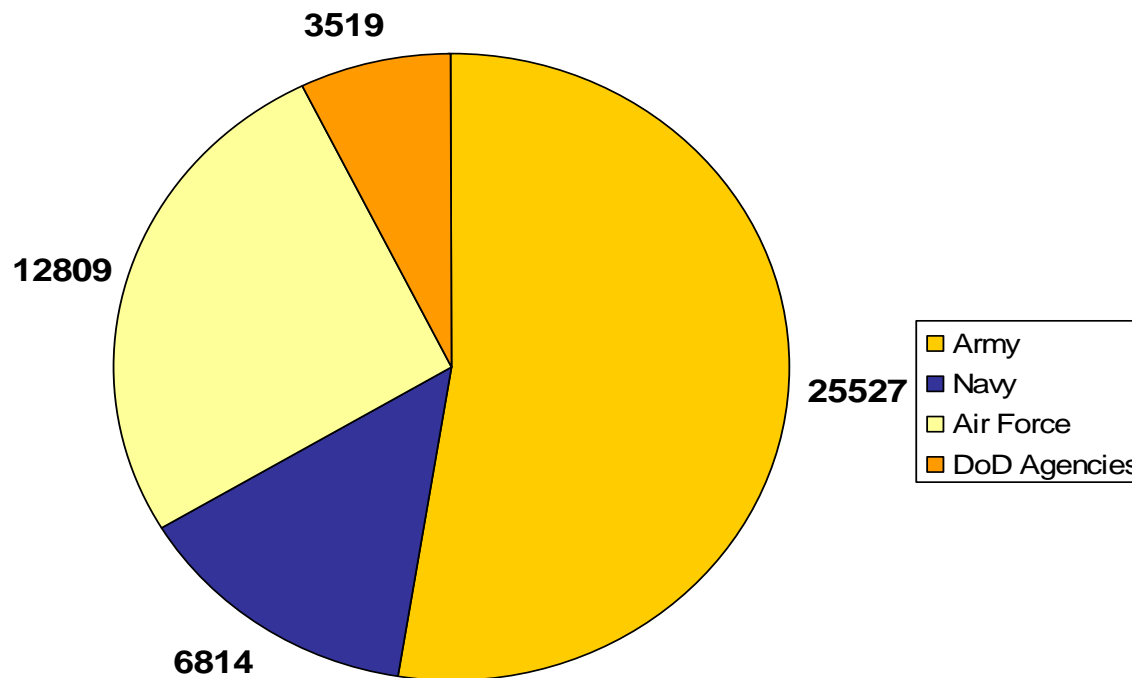
Gender Total = 130359		
Female	83375	64%
Male	46984	36%
<b>Total Non Appropriated Fund Population</b>	<b>130359</b>	<b>100%</b>



Age Total = 130359		
30 and below	41580	32%
31 to 40	23197	18%
41 to 50	30865	24%
51 to 60	24218	19%
61 to 70	8551	6%
Over 70	1929	1%
Unknown	19	0%
<b>Total Non Appropriated Fund Population</b>	<b>130359</b>	<b>100%</b>

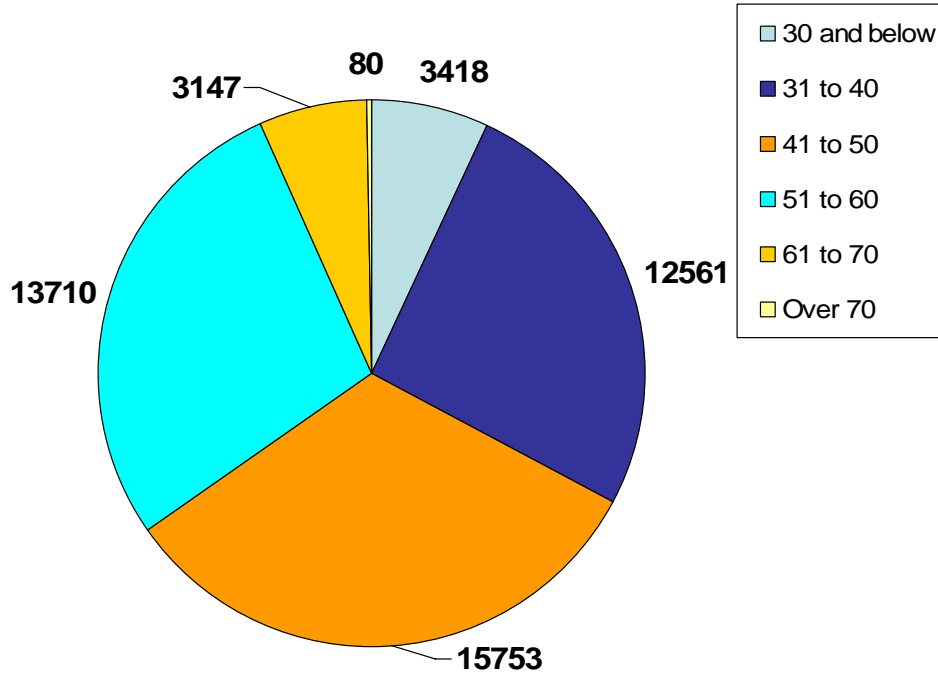
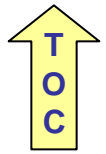
**LOCAL NATIONALS**

## Local National Employees by Component

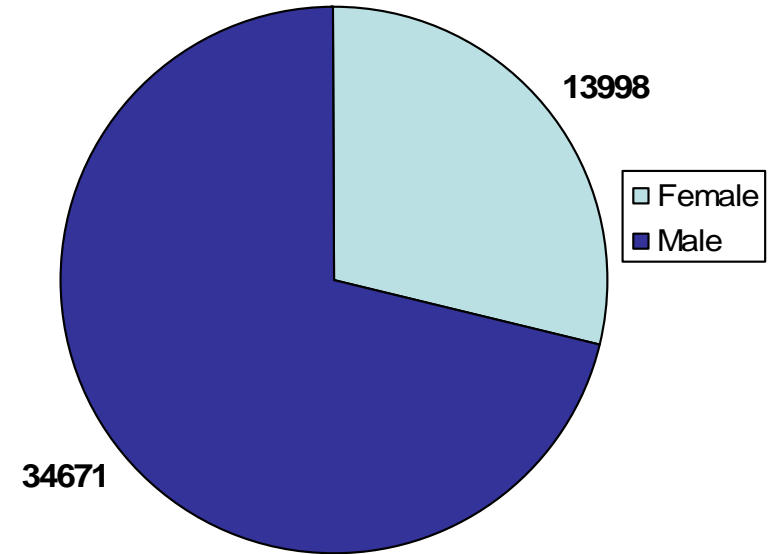


Local Nationals		
Army	25527	53%
Navy	6814	14%
Air Force	12809	26%
DoD Agencies	3519	7%
<b>Total Local National Population</b>	<b>48669</b>	<b>100%</b>

# General Workforce Demographics (Local Nationals)



Age		
30 and below	3418	7%
31 to 40	12561	26%
41 to 49	15753	32%
50 to 59	13710	28%
60 to 69	3147	7%
70 and over	80	0%
<b>Total Local National Population</b>	<b>48669</b>	<b>100%</b>



Gender		
Female	13998	29%
Male	34671	71%
<b>Total Local National Population</b>	<b>48669</b>	<b>100%</b>